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Navy Personnel Command

Perspective

Perspective



★★★★ THE PROFESSIONAL BULLETIN FOR NAVY OFFICERS

The First Word ...

★★ **COMMANDER, NAVY PERSONNEL COMMAND**

Hello from Millington, a great place to live and raise a Navy family. The new selection board season at Navy Personnel Command is well underway, with 10 to 12 boards in session any given day. Promotion rates are up across the board, and we're working hard to get the results out faster. In calendar year 2000, we supported and facilitated 151 statutory and administrative selection boards, comprised of 2,592 members and recorders reviewing 108,597 eligible records. We can expect the same level of activity this year, so be sure to order your microfiche and review your record early; if you're not clear on what to look for, go back and read the "Career Issue" of Perspective, published in January. It provides a wealth of information regarding what should be in your record, and to which office here at NPC you should address any missing documents. To get your own copy, visit the BUPERS/NPC web site at www.bupers.navy.mil, then go to the "news stand."



It has now been a year since the Navy's Center for Career Development was established here in Millington, with the mission of providing the Fleet with tools to help keep our high quality people. One new tool CCD is using to help win the war for talent is a web-based questionnaire system called ARGUS, which was launched in January to gather specific data from officers and enlisted personnel on retention influences at major career milestones, such as promotion, change of designator and permanent change of station, and separation and reenlistment for enlisted Sailors. This is not just another survey –the Chief of Naval Personnel and myself will personally review the data collected. This system will provide Navy leadership with a way to assess and evaluate factors that influence career decisions. Some of the influences addressed in the questionnaire include the quality of service; leadership; job satisfaction; civilian industry employment; pay; compensation and benefits; education opportunities; personal and family life; and housing. If we are to be successful in retaining our high-quality officer and enlisted personnel, we need measurable data to use in our efforts. Once the database is established, commanding officers will be able to access retention data to the UIC level, and be able to compare information up and down the chain of command. Our goal is to have ARGUS serve as an enabler to help leadership make good decisions. We need your support to ensure that officer and enlisted personnel complete the survey at key transition points.

At the end of Fiscal Year 2000, Naval Aviation enjoyed an impressive increase in aviator retention. We experienced a 10 percent increase in retention, from 31 percent in FY-99 to 41 percent in FY-00, largely due to the FY-99 and FY-00 Aviation Career Continuation Pay (ACCP) bonus programs. A career and incentive-based bonus program, ACCP is designed to entice aviators to make positive career choices and "stay Navy." Targeted primarily to aviators at the end of initial service obligation, as well as to sea duty and command, ACCP addresses retention challenges identified by the Fleet and was designed to accommodate the majority of Naval Aviators. This bonus program is by far the most lucrative ever offered to all Naval Aviators, including both pilots and NFO's, with the greatest incentive to aviators approaching the completion of their minimum service requirement. NAVADMIN 254/00 addresses the specifics of the program, as well as application procedures and eligibility criteria.

Submarine officer retention remains a challenge. The submarine community measures retention as the cumulative continuation rate from three to seven years of commissioned service, as a metric of officers available for assignment to submarine department head (DH). The FY-01 rate increase for Nuclear Officer Incentive Pay (NOIP) has resulted in a 29 percent improvement in retention to DH for Year Groups 94-96. Recent successes in officer accessions and a creative DH manning plan (split DH tours and use of LDOs, to name a few of the specifics) will mitigate minor tour length increases. The Submarine Force also remains engaged on the non-compensation front, with innovative IDTC workload reduction, quality of service initiatives, and focus on graduate education programs. Additionally, PERS-42 and the Submarine Force Leadership continue to earn big dividends through increased involvement with junior officers.

Retention of SWOs today is encouraging. In the last year, the retention of these highly valued, skilled and experienced Fleet officers has measurably increased, coming much closer to meeting the Navy's needs and nearly matching the 25-year SWO retention average to the nine years of commissioned service (YCS9) point. Aggressive support for quality-of-service (QOS) improvements, coupled with targeted retention bonuses, most notably the Surface Warfare Officer Continuation Pay (SWOCP), should help to keep this encouraging trend on track.

Naval leadership is committed to pursuing solid quality of life and quality of service initiatives to ensure you and your families know that you are valued, and the sacrifices all of you make on a daily basis are recognized and rewarded. We do care, and we will bend over backwards to help. We are challenging old rules and eliminating them when they don't make sense. In addition, we are looking at a major reorganization of Navy Personnel Command to bring our systems up to speed to that of best commercial practices. We remain committed to supporting the Chief of Naval Operations in his Number 1 Priority – Manpower.


G. L. Hoewing
Rear Admiral, U.S. Navy

Perspective★★★★The Navy Officers' Professional Bulletin

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Art Credit (cover): Members of SEAL Team Two (Echo Platoon) conduct room search and clearing operations during a practice ship boarding and takedown aboard USS Normandy (CG 60). U.S. Navy photo by Photographer's Mate 2nd Class Shane McCoy.

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. Perspective is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in Perspective may be reprinted and disseminated without permission. Please give appropriate credit.

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FROM THE HEAD DETAILER ★ RADM HAMLIN TALLENT

I am sure I do not have to tell you that we are busy; 2001 is now in full swing, and we have been working hard on a variety of issues to help you and your career. We need your help, though. The various statutory and administrative boards we hold every year require members to make the "magic" happen. If you would like to be a member of a selection board, and get a chance to see how the process works, please ask your detailer. We are always looking for enthusiastic people.

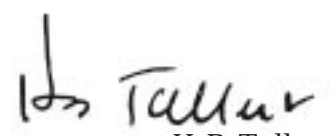
Speaking of selection boards, the March 2001 Lateral Transfer and Redesignation board just wrapped up, and results will be forthcoming. The bi-annual lateral transfer and redesignation boards are a powerful retention tool for those who would like to stay Navy, but would like to try a new career path. These boards are not only good for retention, they are also essential accession pipelines for many of our Restricted Line and Staff Corps communities. PERS-44, the Restricted Line and Staff Corps Officer Distribution and Special Placement Division, and PERS-8, the In-service and Procurement Division, are working together to streamline the lateral transfer process. A streamlined process will obviously help retention and those communities who depend on these boards for accessions by making the process easier for interested officers.

Speaking of great retention tools, the opportunities for continued education that go with a career in the Navy have to rank as one our top selling points. Take a look through the "Education Picture" on pages 4-8. There are a wide variety of education opportunities and programs out there. Just ask your detailer.

For you SWO's, keep your eyes open for the new SWO MBA program. The SWO detailers here have just picked the first candidates for the program, which allows officers time to get their master's degrees at Harvard, University of Chicago and University of Pennsylvania using the Graduate Education Voucher (GEV) program.

I also encourage everyone to keep their eyes open for teams from the Center for Career Development (CCD). The CCD teams have been going to various Fleet Concentration Areas to present retention seminars. These seminars are geared to provide you and your family with objective information about your career-including information about pay and benefits, career paths and education opportunities. If you get the opportunity, I would recommend attending one of these seminars when the teams are in your area.

If you have any questions about any of the programs I mentioned above, or anything else you see in the magazine, please get in touch with us. Our contact information is in the directory on pages 45-47 of this issue. Thanks for all your support. □


H. B. Tallent
Rear Admiral, U.S. Navy

Joint Picture

{PERS-45J}: DSN 882-4217/4218, Comm (901) 874-4217/4218

JSO Board: I have been receiving many questions regarding the results of the October 2000 JSO board. At the time of writing this article, we are still awaiting the release of the board results. The selection board package has an extensive chop chain and usually takes several months for final approval. Once the nomination package has been approved, the results will be released via NAVADMIN and the appropriate AOD entered into selected officers' records. There will not be any individual notification.

Joint Qualifications: It's never too early to begin updating your record for next year's board. Take a minute and ensure your record is up to date regarding your joint professional military education and joint duty credit. It is particularly important if you earned your JPME Phase-I credit from another armed service via correspondence or non-resident seminar program. If you have completed JPME Phase-I and it is not documented on the cover sheet of your OSR, FAX Pers-45J a copy of your diploma and we will enter the AOD into your record. I also recommend you send a good copy via postal mail for inclusion in your microfiche. If you have any questions about your joint qualifications, give us a call and we will be glad to go over your record with you.

AFSC Now JFSC: In keeping with the spirit of Joint service cooperation and in an effort to be consistent with terminology, the Armed Forces Staff College has changed its name to Joint Forces Staff College.

The school and curriculum haven't changed, just the name. If you are interested in attending JFSC and have completed JPME Phase-I, funding is available from BUPERS to attend while PCS enroute to your next command, or TAD from and return to your current command. Obviously, priority will be given to officers enroute to joint billets or currently filling joint billets. A recent policy change at the Joint Chiefs of Staff stipulates an officer should attend before reporting as TAD and return will no longer be allowed at JCS.

Joint Overseas Duty: Joint overseas duty can be found in Europe, the Middle East or the Far East, among other locations. Billets range from Exercise Officer to Defense Attaché and are available in all warfare and staff communities. Tour lengths are based upon DOD overseas tour length regulations and can vary from 12 to 36 months, depending upon billet location. The accompanied tour length must be completed to receive full joint duty credit, regardless of dependant status or actual tour length in your orders. Any tour of lesser duration will result in cumulative or no credit. You can find a list of joint duty assignments on the Pers-45J web page at the BUPERS web site. Keep in mind that this list is intended to show the locations and types of billets that can be found. It is in no way a shopping list of available billets. You will need to contact your detailee to find out which billets are available during your PRD time frame. □

LCDR Tim King, PERS-45J

Education Picture

{PERS-440B}: DSN 882-4056, Comm (901) 874-4056; Fax (901) 874-2676

{PERS-440C}: DSN 882-4100, Comm (901) 874-4100; Fax (901) 874-2676

Web Site: <http://www.bupers.navy.mil/pers440/>

Aerospace Engineering Degree program at NPS: There are five general disciplines within the Aerospace Engineering field: aerodynamics, flight mechanics, propulsion, structures and design. A traditional Aerospace Engineering program at a state or private college typically allows extensive study in only one or at most, two of these disciplines. The Naval Postgraduate School (NPS) Aerospace Engineering program is more thorough in breadth and

depth, providing the opportunity to study each of the five disciplines in depth. The result is an unrivaled graduate education program that educates officers to guide the Navy's path in aerodynamic disciplines.

NPS also offers several other distinctive advantages. Even if your undergraduate degree was not in Aerospace Engineering, and you are committed to earning a master's degree in Aerospace Engineer-

ing, NPS will provide the basic engineering education that will enable your migration into a postgraduate engineering program. Additionally, NPS maintains two SCIF's that support study and research in classified areas, a significant advantage since some of the most current and challenging technological issues emerge first in classified fields.

The programs are divided into preparatory, graduate core and advanced graduate phases. The preparatory phase is tailored to each officer's educational background. Following the preparatory phase, both the Aero Engineering (610) and Aero Engineering Avionics (611) students undertake a graduate core pertinent to their respective curriculum. During the advanced graduate phase, all students receive in-depth graduate coverage through advanced electives in areas of their choice including flight dynamics, gas dynamics, propulsion, structures and aircraft or missile design. Students the Aero Engineering Avionics curriculum receive advanced studies in guidance and control, radar systems and electronic warfare, aeronautical data systems and avionics design.

Entry Dates: Aeronautical Engineering is a seven or eight-quarter course of study with entry dates in April and October. Those requiring the Engineering Science Curriculum will have their time of arrival adjusted to accommodate it. For further information or to discuss this program, contact the Curricular Officer, CDR Joe Welch at DSN 878-2491 or Comm (831) 656-2491.

Systems Engineering Integration-A Revolutionary Approach: Seize the opportunity to earn an education in the acceleration of technology from the lab to the battlefield. The System's Engineering Integration (SEI) Program is a challenging, intense, and nontraditional program, which provides a solid understanding of the principles and applications of systems engineering, and employs these principles to gain insight into operational problems. This curriculum includes a core of courses, in fields of modeling, simulation, weapons, and sensors that will enhance understanding and analysis of selected case studies and weapons systems.

The SEI educational program is focused on educating URL officers to rapidly exploit emerging technologies to achieve warfighting advantages. The students will blend their operational experience with a thorough technical education to expeditiously integrate new technological capabilities into operational applications. The officer will be able to evolve current tactics and doctrine to expeditiously leverage imminent technological advances.

Systems Engineering Integration is designed as a highly integrated graduate education experience, built around a carefully chosen problem of urgent interest to the Navy's leading tacticians. There will be lectures, team projects and individual research, as well as seminars from visiting experts. Each arriving officer is evaluated for existing knowledge, skills and competencies, and an individual course of study is developed. The length of this program is 18 months. In addition, the SEI program has integrated the Naval War College JPME Phase I sequence into the course of study, allowing attainment of full Phase I credit.

The Systems Engineering and Integration curriculum has one entry date per year in July. If it is necessary due to APC requirements, the 12-week refresher will begin study in March, one quarter prior to this entry date. For further information or to discuss this program, contact the Curricular Officer, CDR Joe Welch, at DSN 878-2491 or Comm (831) 656-2491.

Graduate Education Voucher Program: The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full-time graduate education. Eligibility is open to O-3 through O-6 active duty list URL officers from the 1110, 1120, 1130, 1140 and 13X0 communities with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-4654; DSN 878-4654 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailee (PERS 41/42/43).

Tips for GEV selects: Once notified by your detailee

that you have been selected to participate in the GEV program, in order to begin receiving GEV funding it is important that you begin the timely submission of all required paperwork, the cornerstone of which is your Education Plan. The GEV website, http://www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. To avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point addressed in the NAVADMIN is that GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding for that term.

SUBSPECIALTY MANAGEMENT

The officer subspecialty system identifies officers who have advanced education, functional training and significant experience in various fields and disciplines. It is used as the basis for generating the Navy's advanced education requirements. Educating officers in specific subspecialties greatly increases operational readiness. It also develops the intellectual diversity and capacity that enhances the total professional performance of our officer corps.

The educational and experience skill requirements determine whether an officer meets the Navy's criteria for subspecialty coding. Officers may be assigned subspecialty codes via graduate education such as Naval Postgraduate School (NPS), Scholarship Program or off-duty graduate education programs. Officers may also receive these codes through experience in a billet which is subspecialty coded or, if uncoded, meets skill requirements and tour lengths.

Officers may request an administrative assignment

of a subspecialty code via experience to PERS-440E2 (MILSPERMAN 1214-010). Officers may also request administrative assignment of a subspecialty code via off-duty graduate education to NPS. Make sure that your subspecialty experience is documented in your fitness reports and that your transcripts are scanned into your record. To save time and money, officers who are attending off-duty graduate education are strongly encouraged to submit copies to NPS before enrollment to determine if the curriculum meets the Navy's educational skill requirements for subspecialty coding. Officers who request subspecialty codes and who have already completed an off-duty graduate program may submit their final transcripts and catalog course descriptions to NPS for review.

Obtain transcript information from: Director of Civilian Institutions Programs, Naval Postgraduate School Code 031A, 1588 Cunningham Road, Hermmann Hall, Room 220E, Monterey, CA 93943-5143.

OFFICER SPECIAL EDUCATION PROGRAMS (OSEP)

The Navy's OSEP provide educational opportunities for officers at the graduate level while filling the Navy's need for informed leaders with advanced, specialized knowledge in their career fields.

The Navy's OSEP support Fleet and shore established requirements for specialized education beyond the baccalaureate level, thereby meeting current and future Navy needs in operational, technical, and managerial areas in concert with the Officer Subspecialty System.

The OSEP includes the Executive Training Program (ETP), the Law Education Program (LEP), the Scholarship Program, and the Olmsted Scholar Program.

The EXECUTIVE TRAINING PROGRAM (ETP) provides the opportunity for senior unrestricted line (URL) officers on active duty in the grade of O-5 or O-6 select to attend Harvard University's Advanced Management Program for nine weeks, or Syracuse University's National Security Management Course for six weeks. The ETP board meets in November to select officers to attend these courses. Officers incur two years of obligated service upon completion of the course.

The LAW EDUCATION PROGRAM (LEP) provides the opportunity for officers to obtain a fully funded law education degree at an accredited law school. All active duty officers within the pay grades of O-1 through O-3 who hold a baccalaureate degree and have served on active duty for a period of two to six years are eligible to apply. Upon completion of law school, officers are commissioned as Judge Advocate General Corps (JAGC) officers. Annually, applications must reach Naval Education and Training Professional Development and Technology Center (NETPDTC) Code N2A5 by 1 February.

SECNAVINST 1520.7E of Apr 1992 and NAVADMIN 211/00 apply.

The SCHOLARSHIP PROGRAM is a partially funded graduate education program that allows officers to compete for and accept scholarships, fellowships and grants. Participants attend school full-time while receiving full pay and benefits. The scholarship an officer receives must be, at a minimum, equal to 25 percent of the cost of tuition. Officers incur a service obligation of three times the length of the period they are in the program. The Scholarship Board makes selections from the Fleet and NROTC in November each year.

OPNAVINST 1520.24B of Nov 1998 and NAVADMIN 209/00 apply.

The OLMSTED SCHOLAR PROGRAM provides two years of graduate study at a foreign university. The George and Carol Olmsted Foundation selects a total of three officers from the Department of the Navy (Navy and Marine Corps) each year. Candidates with three to 10 years of service must be line officers in a career field and pursuing a career pattern that clearly could lead to promotion to Flag or General Officer.

Candidates may be nominated by the Naval Academy, their NROTC unit, or Commanding Officer. All nominees wishing to compete must notify the Naval Education and Training Professional Development and Technology Center (NETPDTC) Code N2A5 no later than 15 September each year.

OPNAVINST 1520.24B and NAVADMIN 210/00 apply.

For more information call (850) 452-1807/1001 ext. 2219 or DSN 922-1807/1001 ext. 2219.

Foreign War Colleges: Attendance at foreign war colleges is a unique opportunity to earn JPME credit, represent the U.S. Navy abroad, and see the world. Foreign war college attendance is available to officers from the following communities: Surface Warfare/Special Warfare/Special Operations/Sub Surface/Aviation. Officers must be in the grade of LCDR (and occasionally CDR) to attend intermediate courses. Officers must be in the grade of CDR or CAPT to attend senior courses.

Various schools have specific rank requirements. A bachelors degree, and language proficiency are required. Language training will be provided at the Defense Language Institute (Monterey California) when it is required. If language training is necessary, PERS-440 must have verification of a satisfactory score on the Defense Language Aptitude Battery (DLAB).

There is no service obligation associated with attendance at any foreign war college. Assignment to a Foreign Service college is an accompanied tour.

Please see the web page at www.bupers.navy.mil/pers440 for current information on the status of available foreign war colleges.

The Naval Academy's Company Officers Masters Degree Program: Do you long for duty at the US Naval Academy (USNA) in Annapolis, Md.? Is a master's degree in your career plan? If so, then read on, because there is an outstanding three-year opportunity at USNA that combines a one-year master's program followed by two years as a Naval Academy Company Officer.

The United States Naval Academy offers a Master of Science degree in Leadership and Human Resource Development. If you are a warfare-qualified lieutenant or lieutenant commander with an outstanding record, you are eligible. The graduate-level program increases the level of education, training and professionalism of junior officers assigned as brigade company officers and leadership instructors at the academy. Following successful completion of the master's program, graduates are then assigned a two-year follow-on tour as a USNA Company Officer. The result is an academic program that meets graduate school criteria and gives students the foundation they need to mold midshipmen.

"The master's degree has professional and personal

benefits," said Lt. Robert Thomas, a graduate of the program and a current company officer at the Naval Academy. "I wish I had this training prior to serving in the Fleet as a junior officer."

Lt. Brian Fitzpatrick is a prospective 2001 graduate currently enrolled in the program. "I want to provide midshipmen with mentorship," said Fitzpatrick. "As an undergraduate I learned how to be a leader; as a graduate student I'm learning how to develop leaders."

Maj. Michael Trabun, USMC, a fellow classmate, concurs. "The strength of any organization is its people, and the fact that the curriculum is focused on leadership and human resource development makes this a great choice for those who are interested in the art of leadership and effective management practices."

The Naval Academy is the only Navy institution that offers such a program. Junior officers work on their degrees for one year beginning in June, and then assume their duties as company officers for the remaining two years of their Annapolis tour. Company Officers are responsible for the daily management, supervision and leadership of the midshipmen their respective companies.

Those who graduate will receive a permanent 0038 sub-specialty code.

For more information, contact Cmdr. Ward Carroll at (410) 293-6544, or log onto the masters program website at prodevweb.prodev.usna.edu/masters/masters.htm. □

LT Karen M. Armstrong
Assistant Public Affairs Officer
U.S. Naval Academy

Surface Picture



{PERS-41} DSN 882-3927, Comm (901) 874-3927; Fax (901) 874-2687

★ Captain's Corner



Greetings from Millington! We have just returned from a GREAT detailing visit to San Diego and are anxiously looking forward to trips to ALL of our Fleet Concentration Areas – including our FDNF forces – this year!! I encourage each of you to pay close attention to the message traffic as our respective visits begin to take shape – we will make time to meet with you and give you the latest guidance/mentoring on the Surface Warfare career path. Also, I STRONGLY encourage your spouse to attend special events associated with our visits – they are an important part of the team! Now on to some Captain detailing issues:

Major Command Selection Board Timing Change:
As you may have seen in the recent February 2001 SWCC ReCap Message from COMNAVSURFPAC, N76 and COMNAVSURFLANT, we will be decoupling Major Command Screening from selection to Captain starting in the Fall of 2002. The reason for this is simple: Our community goal is to get Major Command Screened officers to their rides by the 23.0 YCS point of their careers (right now we are 24.0 YCS on average); with Captain promotions projected to move right in the coming years, we simply can't get to our goal without changing the selection timing. As a result, officers will get screened at "PYG to Commander-plus five years" (i.e. add five years to the year you made Commander, and that will be your first look for Major Command Screening). Opportunity for selection will remain 50 percent for those who had Commander Command and the 50/30/20 percent selection distribution will remain intact. Feel free to call or

write if you've got any near term questions on the impact of this change.

Selection Board Lessons Learned Message: If you have not done so already, I recommend each of you take a few moments to read our recent FY-01 Major/Commander Command Lessons Learned Message (022234ZMAR01). We have captured some key highlights and take-aways from both the Major Command and Commander Command Boards, and I think both you (as well as your wardrooms) will be well-served by reading this message, which is also posted on our Web Site.

Prospective Captains: For those Commanders who were in-zone eligible for Captain in the January 2001 Board, we expect those results to be released in the Spring. Once that list comes out, I encourage each of you to touch base with us so that we can discuss the intricacies of the Major Command Screening process. In preparation for this Board (which is tentatively scheduled for early November 2001), I ask that each of you take the time to provide us with the following:

— Once received, please fax your 31 Jul/31 Aug FITREP (or any Summer/Fall Change of Command FITREPs you may receive) so that we can ensure it goes before the November Board. While board services have improved markedly over the past year, we want to ensure your record is complete and up-to-date.

— E-mail a copy of your biography so that we can have it on hand for your file. If required, update your photo (the requirement is to have a photo IN GRADE at the time of Board convening – for most of you, that will mean having an updated Commander photo).

Finally, my assistant, CDR Dave Steindl is off to command JOHN PAUL JONES (DDG 53) in San Diego. Words can not describe the absolutely superb job Dave did in helping to manage the future of our community and we wish him all the best in COMMAND! He has been replaced by LCDR Brad Cooper, who moves over from a different desk in Pers-41 after a tour in USS ANZIO (CG 68)!! That is all for now! Keep up the great work! All the best and please let us know what we can do for you! □

Captain Mike LeFever

★ Surface CDR {PERS-410}



FY-01 Commander Command Board. The FY-01 Commander Command Board wrapped up in December. This year's board selected 69 officers for command afloat and 12 for other commands. As always, competition was intense across all four looks. A few notes about this year's board:

□ □ Performance at sea remained the most important single factor in screening for command afloat.

□ □ Post-XOs who took follow-on sea jobs and high-visibility, heavy-lifting jobs ashore enhanced their chances of screening.

□ □ O-4 COs fared much better than board average. Tie breakers included joint, DC, graduate education, personal staff tours and overseas tours.

Exceptional Family Member Program. If there is someone in your family with special medical or educational needs, it is imperative that they be enrolled in the Exceptional Family Member Program. This program exists to prevent families from being stationed in areas that cannot provide the required services. Once a family member is enrolled, the PERS-6 Family Support Division will review each assignment for suitability.

Conversely, an officer with family members who have undocumented needs may incur unplanned medical expenses or be required to serve an unaccompanied tour. If your family member's condition is to become part of your assignment calculus, it must be documented via the EFM process.

Filling Out Duty Preference Cards. The advent of e-mail and the Internet has facilitated the assignment process. Now that DPCs can be updated on line, it is easier than ever to make sure that we know what you're interested in doing. For those officers heading to command, we need to know whether location or command type is more important. FYI, when we read your preference card, we go to the column marked "1" and work our way down

that list. We don't read from top to bottom, left to right... ☐

Captain Mark Balmert (P410)
Commander Clay Harris (P410a)

★ Surface LCDR {PERS-411}



Slating and Timing to XO: Probably the most frequently asked question received by the Post Department Head detailers is, "When do I need to be in my XO tour and when will I be slated?" From a career management perspective, our goal in PERS-411 is to have every XO screened officer in the XO tour no later than the 40 percent look for Commander Command. Three years ago, the emphasis was more on arrival in the XO tour prior to the in-zone look for 05. During this time less than half of the XO screened officers were actually in XO tours by the 40 percent look for Commander Command. In an attempt to level the playing field with respect to screening for Commander Command, we have pushed hard over the past two years and now have greater than 75 percent of the officers arriving in their XO tour by their 40 percent look. Determining when your record will be screened for Commander Command is easy since these boards are linked to your promotion year group (PYG). As an example, if you were promoted to LCDR (actually pinned on) in FY 01 you are designated a PYG 01 and your first (50 percent) look for XO will occur in April 01.

Since the Commander Command screening board is usually held in December we will want a PYG 01 officer in the XO tour by December 04. Back this up by three to five months for Pre-XO pipeline training and you can calculate when you will need to be detaching from your post-department head assignment. Knowing this information prior to negotiating for post department head orders will help determine the length of time available to spend in this tour and may direct us to a one year assignment at a war college vice a minimum 22-month Joint Tour. Likewise, knowing when you will need to be in your XO tour should be information shared with your command. If your PRD is in the summer of 2003 but you need to be in your XO tour by December 2002, it

should be understood that you will be transferred early to meet this milestone. Please look at the PERS 411 web site under "What's New" for additional information regarding timing to XO.

Slating occurs approximately 12-15 months prior to the month we will expect you to arrive on board. If you need to be in the tour by December 03, then expect to be slated sometime between the Summer and Fall of 02. XO slates are normally conducted in February, May, August and November. The names of those officers targeted for slating will be posted on the PERS 411 web site a month or two prior to the slate. Presence of your name on this list is a good indication that you will be slated on the upcoming or following slate. We work to ensure that slates represent the ships in our Fleet so each slate contains some number of each of the CRUDES and Amphibious ships in a variety of ports, both East and West CONUS, as well as overseas. Ensure your preferences reflect reality. Typically more than 50 percent of 40-45 officers on each slate request CG or DDG as their number one priority, yet there are only 10-12 AEGIS ships on a notional slate. Contact us if you need assistance with your XO preferences and watch the PERS-411 web site for slate information.

Reminder: The FY 01 LCDR CO/XO screening board will be held 23-27 April. Officers already screened for XO but not in the tour prior to April, and officers who have yet to be screened with looks still remaining need to visit the PERS-411 web site for important information regarding board procedures and record update requirements.

See you on the waterfront! ☐

CDR Mark Klatt

★ Surface Junior Officer {PERS-412}



The Surface Warfare Community maintains some long-standing "truths" that tend to be reinforced thorough each succeeding generation of SWOs. One such bedrock truth is that "doing tough jobs well"

enhances an individual officer's service reputation in a unique way. We all have our own priorities for determining the most desirable "next tour." For some, the driving force may be to be a "plankowner" on a brand new ship. For others, the only thing that matters is getting to or remaining in a particular geographic location. In our personal deliberations over the "pros and cons" of different assignments, we should also consider the downstream impact of each particular assignment as it is regarded in the SWO Community. We have billets to fill around the world that many SWOs may seek to avoid because of their location or arduous character. Performing well in one of these "tough jobs" will mark you as a "team player" and an officer to be relied on when all jobs get tough, such as in combat.

In general terms, promotion and screening boards tend to look for the "whole officer" when considering who will move on to positions of higher rank and responsibility. Diversity and balance are positive attributes in any record. Diversity in skills/locations and balance in warfighting/warfighting support. The Division Officer Sequencing Plan (DOSP) institutionalizes diversity over the first two DIVO Tours. An officer with an eye to the future would be wise to include a "tough" job here to establish that "can do" service reputation. From this perspective, CV/CVN, and MCM/MHC Second Tour DIVOs are those that I regard as filling "tough" jobs; tough and rewarding.

To balance your DIVO warfighting skills, we have an awesome array of post-DIVO shore duty opportunities including Naval Postgraduate School, NROTC, USNA, SWOS, Recruiting, and various internships. After you complete your Division Officer tours, you deserve a good shore duty assignment, regardless if you plan on making the Navy a career or not. For those with an eye to the future, doing a "tough job" here would also help to define and enhance your future worth. We're talking about jobs like Training Liaison Officer (TLO) at an Afloat Training Group (ATG), Flag LT (especially overseas), or being a detailer. In each of these cases you will become widely known in the community and your hard work will have an immediate impact. As always, the quality of your professional performance defines your service reputation. Please discuss these "tough jobs" with your CO to determine when you should take the plunge. ☐

CAPT Pat Allen, PERS-412

Duty Preference Cards: Filling out duty preference cards is a task that we as SWOs begin even before we are commissioned. It seems like a fairly mundane task; however, after posting a slate, we detailers often hear officers remark that their next assigned billet is not in accordance with their duty preferences. Knowing how to fill out a duty preference card starts with knowing how we detailers interpret your card in order to give you what you want. To help ensure your success and ultimate happiness, we are going to tell you how to fill out a duty preference card so that what you want is correctly conveyed to your detailer.

First things first: Keep your preferences current. If you have nine months left in your tour, you need to update your preferences. Ensure that your name, social security number, and contact information are correct. If we need to get in touch with you, this information becomes vital. An email address is especially helpful.

Next, you need to decide what your priorities are. Does your next billet matter more to you than your location or ship type? Or, maybe being stationed on board a specific class of ship is your most important consideration for your next tour. Whatever your career goals may be, you need to rank the categories of location/homeport, ship type, and billet in the order that best match those career goals/desires.

Once you have each category ranked, you need to decide what options are most appealing to you within each category. Rank these options from most important to least important, giving your detailer no fewer than two to three options. Do not put something on your duty preference card that you do not want. We do not try to "read into" your preferences. No assumptions are made. If you put something in your preferences, it is considered as an option you desire for assignment. One common misconception is that because there are six blank spaces under each category, all six spaces need to be filled in – not true! Again, you should provide your detailer with no fewer than two to three options within a category.

After you have ranked your categories and listed two to three options within each category, you should make any pertinent comments that will affect the way your detailer slates you. Some comments which

are useful to your detailer include military spouse co-location issues, or family members enrolled in the EFM program which restrict you to a specific homeport. Comments which will not affect the way you are slated include whether or not you purchased a home in your current location and non-military spouse occupations.

Now that the card is filled in, here is how your detailer will read it. We will look first at your top ranked category to try and find a match that meets your number one choice within that category. So, if you listed homeport as your number one, and had San Diego, Norfolk and Mayport listed as the options within that category, we will first see if there are available billets in San Diego. If there are no billets available in San Diego, we will look in Norfolk and then Mayport. If there is a billet available in Norfolk, we will then look at your number two category to see if a ship class or billet matches the desire listed. If it does, then that is a good detail. You will have received one of your number one priorities. Something we as detailers often see is that officers put the same choice all the way down the category. This block ties our hands and may get you that choice, but not necessarily any other preference. For example, if you put CG in each space below ship type and ship type is your number one category, you may get an FDNF CG even though Japan was not listed under the homeport category. There were probably no CONUS CG's available. In this case, you will have received your number one priority. The key thing that you need to understand is that the detailers work from top to bottom within each category, in ranked order, one category at a time, not across all three categories at once.

The bottom line is that you need to provide us with options and be as clear as possible when filling out your duty preference card. We are going to use that input to try and find you the job that best matches your duty preference. Good luck and GO SWO! □

LT Julie A. McCarthy

“Launch the Alert”

Here's the scenario: you've just completed a very successful first division officer tour aboard a main-stream CRUDES or AMPHIB platform and you are negotiating orders for your second tour. You think back to those watches on the bridge, when you expertly maneuvered the ship into plane-guard

station, and you remember the question which constantly haunted you and your fellow JOs: “What the #@&% is the carrier doing?” Well, you now have the opportunity to answer that seemingly eternal question — think CV/CVN!

Second tour surface division officers are now assigned billets on both conventional and nuclear powered aircraft carriers. These include: Auxiliaries Division Officer, DC Division Officer, Electrical Division Officer, Weapons Division Officer, Steam Engineering Plant Officer, Weapons Division Officer, OI Division Officer and Assistant First Lieutenant.

Carrier Division Officers lead between 45 and 165 people, including two to six chief petty officers. They report to the Principal Assistant to the Department Head, who is a senior lieutenant or lieutenant commander. In the engineering divisions on board a carrier, because there is an LDO Technical Assistant concerned with the material condition and operation of the equipment, you get plenty of time to refine your personal leadership and administrative skills. This tour is challenging! You will have responsibilities that surface officers normally do not get until their Executive Officer tours. You also will have tremendous authority. When I deployed on USS CARL VINSON (CVN 70) as Auxiliaries Officer, there were 165 machinist's mates and enginemen, four chief petty officers and one senior chief petty officer in “A Gang.” My department head gave me goal dates for tasks and let me figure out how to execute them. I had the freedom to develop, implement, and execute my own plan.

Watchstanding on a carrier is exciting! As Officer of the Deck of the largest warships in the world, you run the show with very little interference from the CO. It takes approximately six months until you earn the responsibility for positioning the ship to accomplish its primary mission, the launch and recovery of aircraft. Plus, you have a front row view of one of the most exciting scenes in the world - flight operations aboard an aircraft carrier. You will also have daily interactions with the battlegroup staff, the flight deck crew, the engineers, and the CO/XO. Let me tell you that it is a great feeling to know that you are in charge of 95,000 tons of sovereign U.S. power, protecting the interest of the nation. Some other watches you may stand include the Tactical Operations Plot watch, TAO, CICWO, and engineering watches.

Do not be intimidated by the notion that a carrier is too large and that you will get lost in the crowd. As a SWO, you have invaluable seamanship skills upon which the CO depends. This alone makes you stand out. Being stationed on an aircraft carrier is an incredible opportunity to experience an exciting platform and gain career enhancing experience. It's a great way to get up-close carrier battlegroup and carrier airwing experience while serving on a very stable and comfortable platform. If large staterooms, lots of responsibility, fairly predictable schedules, and excellent "portfolio building" experiences appeal to you, let your detailer know that you would like to join the ranks of the "Carrier Sailors". □

LT Elvis Mikel
2nd Tour Division Officer Detailer

NEW SWO'S PICK THEIR SHIPS: Going SWO has only gotten better! Our goal of giving each new SWO, no matter what the commissioning source, the opportunity to select their first ship is nearing completion. Our most recent initiative allows NROTC midshipmen to select their first ships in a manner similar to procedures at the Naval Academy. Here is how it works. Available ships, along with the sequence and timeframe each midshipman will select, are posted on the Internet. At the designated time, the detailer contacts the midshipman to make their selection. Immediately after the selection is made the web page is updated to reflect the name and NROTC unit of the midshipmen next to the ship selected. VADM Moore kicked off the new process in October 2000 when he called the first new surface officer to use this method. A total of 115 midshipmen of the class of 2000 selected in October and 378 midshipmen of the class of 2001 selected in February. The feedback was extremely positive. All the new SWOs are more optimistic and motivated to get started knowing that they personally selected their first tour. Plans are to include OCS graduates. □

Believe it, IT'S TRUE!!!! Please help us get the word out on this one! I don't think that everyone believes this deal. So, here is the recap. Want to get a full year off for grad school, but you and your family really don't want to move to Monterey? Here is a great way to go to the school of your choice around the Navy's fleet concentration areas. We are writing orders to Afloat Training Group (Norfolk and San Diego), SWOS, and for you AEGIS folks – ATRC in Dahlgren for a 30-month tour. During those 30

months, you will spend 18 months as an instructor or TLO. Then, you will get ONE FULL YEAR OFF to complete your degree. Think of the possible schools you could attend in these locations – San Diego, Norfolk, Newport – right down the road from Boston and Providence — and finally Dahlgren, where the DC schools are a short drive away. Of course there is a downside to this, as we can only fund one PCS move. Say you were to work in Newport, and then go to grad school in Boston. Unless you wanted to commute every day (phew!) you would have to pay to move down to the city. But – there is an UPSIDE! We will use GEV money (up to \$40,000) to pay for your grad school. Combine that with the \$50,000 SWO Continuation Pay bonus and two and a half years of LT pay – hey! This is a \$200,000 deal for your future! I dare say you will not find a better graduate education benefits package ANYWHERE in the U.S. Still don't believe us? Call our boss – CAPT Mike Lefever. Want an opinion outside of BUPERS? Call the COs of these places. They'll tell you the same story – it's TRUE! They want to make sure they get the BEST AND BRIGHTEST performers in the community, and are going to great lengths to get YOU! Contact LT Brent DeVore (p412c@persnet.navy.mil) to sign up today! □

★ Surface Nuclear {PERS-412N}



With the conclusion of the Major Command and Commander Command Screening Boards, SWO(N)'s continue to do very well. It is a sign that the community is healthy and that Surface Warfare is our core competency. As we look to the future of Surface Nuclear Power, the outlook has never been better. We have made accessions goal again for FY 2001. This is the third year in a row that we have accessed the officers needed to support at sea requirements.

Due to the great accession numbers, we have now been able to change over all of the Surface Nuclear Trained Officers to the same career path. All officers regardless of commissioning source will go to SWOS, do a topside Division Officer's Tour, the Nuclear Power Pipeline, and their CVN Division Officer Tour. The old NUPOC career path, a single long carrier tour, is no longer used. For officers who are still out on their carrier tour under the old NUPOC career

path, we highly recommend that you do a split tour to a 2nd Division tour on a CRUDES Ship. The ideal time to do the split tour is at the 24 to 30 month point. A split tour will allow you to hone your SWO skills and better prepare you to be a Department Head. Contact me if you have any questions. ☐

LCDR JC Carter

★ Surface Placement {PERS-413}



What new light can placement officers shed on maintaining officer manning on your ships and staffs? In all honesty, we probably can't identify any golden keys, but what we can do is to reinforce some tried and true methods to ensure success.

First and foremost, frequent communication with your placement officer is crucial. Whether you choose to communicate via LORTARP (which we recommend every three to five months), email, telephone, or some combination of those methods, our understanding of your internal assignments and officer rotation plans makes a tremendous difference in our ability to support you. Absolutely essential information is your preference for the billet specialty training you would like your inbound first-tour division officers to receive. We've attempted to make this process easier for you by placing SWOS Division Officer Class Rosters/Ship Slates on the Placement website. For example, the SWOS class 142 slate can be found at: <http://www.persnet.navy.mil/pers41/413/Infocenter/BST/Class/class142.htm>. At this site, you will find officer assignments sorted by command. You will also find a link to a file containing the Billet Specialty Training (BST) specific to this class, including dates of individual courses. To tie these aids together, there is a link which opens an email to the initial accession detailers and placement officers for

you to send your BST preferences. Please send any feedback or suggestions to improve the site - it exists solely to help ships maintain officer manning.

Second, identify your second-tour division officers and what role they are fulfilling on board. Frequently, we find second-tour division officer working in jobs other than those to which we sent them; not a problem, but communicating how you are positioning these officers to best fit the needs of the command will help us provide the best trained reliefs when you need them.

READ THIS PARAGRAPH AS IT CONTAINS INFORMATION WHICH WILL AFFECT YOUR WARDROOM MANNING. Hopefully if you were scanning this article, I was able to capture your attention.

Seriously, every ship should expect to receive orders on ensigns above and beyond the traditional billet structure for first tour division officers. As a result of the increased accession of SWO ensigns, we will be sending you these officers both TAD before they attend SWOS and PCS subsequent to passing through the division officer pipeline. Careful management of these additional officers will be critical to maintaining both their morale and hunger for the SWO community – by identify-

ing challenging assignments for them — as well as your wardroom rack management. We are always willing to work with you to identify the best solutions to unique circumstances. As an alternative to overcrowding and assistant division officer assignments, we would ask you to seriously consider making those first and/or second tour division officers ready to move on with their professional development available for transfer a bit earlier, while internally “fleeing-up” young, hungry officers coming your way.

As stated earlier, we are happy to be here and look forward to working with you in the future. ☐



★ Surface LDO/CWO {PERS-414}



Head Surface LDO/CWO Assignment Corner:
There have been some changes in the surface shop since the last Perspective. I have relieved CDR Jon Underwood as the Surface LDO/CWO Branch Head and the 414A Assignment billet has returned. I stay close aboard to all surface designator detailing issues and directly detail CDR's, CDR selects and assist PERS 41A with LDO Captain assignments.

When you initially make contact with us we'll offer assignments that we think will get you promoted. That's our job, to get you the assignment that provides you with the best opportunity to promote. If we can meet your career needs and your personal desires, then it's a win, win situation. It is not our intention to drive you into retirement, but to get you into an assignment that will be beneficial to both you and the Navy.

The first LDO Commander Command Board was conducted last November. As you can imagine, the competition was extremely keen and I send my heartiest congratulations to all who were selected. The long term goal for this process is to give all LDO Commanders 30-40 percent opportunity for selection until they reach 32 years total service.

As you read this article, the FY-02 statutory selection board season is well underway. This year for the first time we started an automatic process that has generated a letter to each of you in front of a selection board. Accompanying the letter are copies of your OSR's/PSR's. We hope this effort was worthwhile and helped you ensure that your record was up to date prior to your board convening.

The results of the FY-02 In Service Procurement board were particularly encouraging. It was definitely another great year! My sincerest congratulations to all of the selectees. □

Admin Corner - THINKING OF RETIRING? Ensure you know the rules and requirements. Withholding of approval for retirements can happen for the

following reasons.

- Not completing MTS or PTL requirements.
- Non-completion of active duty obligated service incurred through participation in incentive programs. (i.e. education).
- Officer is issued orders within six months of his PRD and then submits a retirement request.
- Limited Duty Officers who hold a permanent enlisted grade (designator ends in 2) and LDOs with permanent officer status (designator ending in 0) are eligible for voluntary retirement upon completion of over 20 years active service; ten years must have been commissioned service. Any warrant or commissioned warrant officer may be retired upon completion of 20 years of active service. This includes temporary LDOs with permanent warrant officer status.

RETIREMENT ELIGIBLE AND UNSURE IF YOU WANT TO REMAIN ON ACTIVE DUTY? If you are thinking about retirement and are eligible to remain on active duty, let your detailer know what they can do to keep you in the Navy. They will work with you to try and accommodate your duty preferences and get you to "Stay Navy." The expertise and experience of LDOs and CWOs are valuable assets to the Navy. □

LT CAROL SCHRADER PERS-414A

Surface Deck/Operations/Ordnance/Security Corner. Congratulations to all selectees. Please ensure that you begin the dialogue with us immediately if you have not already done so. There is preliminary information needed in order to ensure that we take everything into account for your first assignment as an officer. We will begin the detailing process in earnest approximately 12 – 13 months prior to your commissioning date.

Selection board results appear to be directly related to sea billets. You will continue to hear my point of view during our career counseling sessions. I will urge you to take USS billets when available.

We continue to seek challenges that will foster growth in our communities and improve our promotion opportunities. There are some really exciting avenues to success out there, including the very recent assignment of two Operations LDO's to serve as Executive Officers on board MCM's. Additionally,

some Operations and Ordnance LDO's are being assigned as the Combat Systems Officer on board CV/N's and LHA/D's. These CDR billets are being shared by officers from several designators, so as you can imagine, these opportunities are very limited strictly due to the numbers of ships available. We need to work together to choose assignments carefully that will groom you for one of these tours. We will continue to look for unique opportunities like these to help each of you build a successful career path.

LCDR RICH SOUCIE PERS-414B

Surface Engineering / Repair Corner: Homesteading, though convenient for you and your family and fiscally advantageous for the Navy, must be tempered by the delicate balance between the needs of the Navy and your career success. In some Fleet concentration areas you will be able to successfully continue a great career path and never move. However, you must always strive to take a job commensurate with your rank to keep yourself promotionally competitive. Don't ever ask for a job that will leave any question in a selection board's mind that you took the job only to remain in the area of your previous command. Mayport is a good example of this. The more senior you get as an LDO particularly, the harder it is to leave you in Mayport as there are fewer and fewer jobs there that keep you on the path to promotion. I will always attempt to meet your personal needs when assigning you. But I will strongly urge you to not sacrifice your career to take a billet in the same homeport.

On another note, if you are considering redesignation or retirement I would ask that you call and discuss these considerations with me before you officially request them. I can help you avoid any "bumps in the road." Also, it will help ensure my support of the request when it does "officially" cross my desk. But, stand-by...I may try to change your mind. ☐

LCDR SCOTT HOARD PERS-414C

Surface EMO/COMM/ADP Corner. Very few companies offer their employees the opportunity to live and work in a foreign country. Living overseas is a challenge, but the rewards last a lifetime. I admit that relocating is never fun, but moving across town is no less painful than moving around the world.

Pick your location...Italy? You and your family can sight-see all over Italy via train. It's relatively cheap and is an exciting way to travel. Visit such historical cities as Rome, Venice, Milan, and Florence. If that's not enough, food in Italy is excellent.

Prefer more breathtaking beauty? Try Keflavik, Iceland. Pristine beauty! Nowhere else is the air fresher and the water cleaner. If you are the outdoors type, then Iceland is your destination. Hike across a glacier, swim in naturally heated steam baths, snow ski, or just sight-see some of nature's wonders.

More of the Far-East type? Try Japan. I have billets in Yokosuka, Sasebo, Misawa, and Okinawa. In the three years I spent on Belleau Wood we made five port visits to Hong Kong and Singapore, three stops in the Philippines, two in Korea, two in Guam, one in Russia, and one in Australia...wow!

The Japanese people are very friendly and it's a great country to travel in. Sasebo is a great place for families. My family and I did a lot of camping, hiking and sight-seeing. We still consider Sasebo our best tour ever!

Are you the warm weather beach type? Guam has it all. Beautiful beaches, clear water, warm year-round. Store your winter clothes – you won't need them. In fact, a seabag stocked with nothing more than shorts, t-shirt, and flip-flops will complete your required wardrobe. Snorkeling and/or scuba diving is a must while in Guam. If you do not want to go that far, then try Hawaii. Anyone who has ever stopped in Hawaii will agree the beauty is breathtaking. ☐

LT EVAN HIGGINS PERS 414-D

★ **Special Warfare**
{PERS-415}



After six months and several Promotion and Selection Boards, I feel qualified to offer the NSW Officer Community, particularly our Junior Officers, a couple of observations. First, performance at a high level counts, whether you're in a "mainstream"

billet or not. If you perform consistently well, chances are great that you'll be competitive for all boards. Secondly, diversity in NSW warfare areas and geographic location pays off. A resume of tough billets in different environments tells a Board that an officer has actively pursued new challenges and personal development. This is not the NSW Community of 20 years ago! Those who stay career-tracked in only one warfare area are not fully developing our Navy SOF skills and realizing our obligations. Command Boards, in particular, are beginning to discriminate between one-dimensional and multi-faceted NSW officers!

More and more of our officers are being asked to take overseas jobs. I will do everything I can to re-tour an overseas officer into his team-of-choice, coast, or education opportunity, providing he performs well. Overseas tours are also recognized by Boards and NSWDC as positive indicators for screenings.

My intention is to bring the detailing to you this year, now that I've had sufficient break-in time. Also, for the Junior Officers, continue to work through your CO's and XO's, and, as necessary, contact me directly.

Some Assignment Opportunities:

NPC Millington	Sep 01	LT/LCDR
SOCENT Forward	Jul 01	LT/LCDR/CDR
SOCENT	Dec 01	LCDR
OPNAV Force Pro.	Jul 01	LCDR
CSS Panama City	Jul 01	LT/LCDR
SOF Univ		
Hurlburt Fd	Jul 01	LCDR/CDR
MILGP EI Salvador	Jul 01	LCDR
SOC-Korea	Mar 02	LCDR
JICPAC Hawaii	Aug 01	CWO
SDVT-1 Plt Cdr	Aug 01	LTJG/LT
NSWU-1 OPS/AOPS	Jun 01	LT
SBU-20 OPS	Jun 01	LT
CSBR-1 Training	Aug 01	CWO/LDO
CSBR-2 OPS	Jun 01	LCDR
SBU-20 Training	Jun 01	CWO
NPS Monterey (SOLIC)	Jun 01	LT ☐

CDR Sean Pybus, PERS-415

★ Special Operations {PERS-416}



COMMUNITY HISTORY. The Special Operations Community was established in 1978 with a charter to maintain and develop officers with the perishable skills of diving and salvage, explosive ordnance disposal and expendable ordnance management. Over the last 22 years there have been changes to the original charter. These changes included the addition of Mine Warfare as a fourth core competency and the requirement for all officers in year groups 87 and junior to complete EOD training. This career path was designed to create officers who command ships at sea, walk on the bottom of the ocean, render safe a terrorist improvised explosive device and manage the Navy's multi billion dollar inventory of ordnance. As the needs of the Navy's missions have evolved to meet the commitments of our country, the focus on our community's core war-fighting competencies has changed.

FUTURE COURSE AND SPEED CHANGE. Navy leadership decided our community should no longer be a "Jack-of-all-Trades" and we must evolve to meet the needs of our Navy in the 21st Century. We have been directed to focus our course and speed on our core war-fighting competencies of EOD and Underwater Mine Countermeasures, which has resulted in the revision of our career path while maintaining our current inventory of officers. This new career path no longer requires our officers to man the XO and CO billets on ARS class and Mine Countermeasures ships. However, we maintain our initial sea tours on these ships, so our junior officers can develop seamanship and leadership skills and qualify as Surface Warfare Officers. These are 24 month tours. To compensate for the loss of the CO/XO billets, the community is developing a new billet matrix, which will establish our officers as EOD, Underwater Mine Countermeasures and Mobile Diving and Salvage experts on afloat staffs. In addition, this structure allows our community to be leaders on the Navy's Anti-Terrorism and Force Protection Team.

BOARD MATTERS. Congratulations to the officers selected for Major Command and CDR Command. I

will be working on their slates over the next few weeks. To those of you who are in zone this spring for promotion, the time to review your record is NOW. Check out the web-page to see if you are in zone for promotion or up for screening for your next career milestone. Order your microfiche and OSR and check if your FITREPs and awards are documented and your picture is in your current rank and less than three years old. If you are unsure if something is in your record, call me.

LDO/CWO CAREER PATH. There has been talk that the career path for our newly commissioned LDOs and CWOs has changed. This is not true. The standard career path is detachment OIC at one of our six EOD Mobile Units, followed by OIC of an EOD shore detachment, followed by a training command. With case-by-case exceptions these are the first three tours you can expect. After successfully completing these important tours, expect to go back to an EOD Mobile Unit in a staff billet, such as Readiness and Training Officer, or to other staff billets. When you select for LCDR, your record will be screened for XO. If screened, you will be detailed to an EOD Training and Evaluation Unit as XO. Upon completion of a successful XO tour and selection to CDR, your record will be screened again for command. If screened for command, you will be slated for command of the next available EOD Training and Evaluation Unit. The screening process will be completed during the Surface Warfare CDR Com-

mand and LCDR XO Boards held each December and April.

ASSIGNMENT OPPORTUNITIES

Command	Rank	Billet	Fill Date
EODMU FIVE	LT (6480)	R/T Officer	Jan 02
NEDU	CWO3 (7480)	EOD Officer	May 01
NDSTC	LT (1140)	Dir. of Training	Jan 02
Safety Center	LT (1140)	EOD	ASAP
MCMRON TWO	LT (1140)	EOD	Oct 01
MCMRON THREE	LT (1140)	EOD	Sep 01

NEW CIVILIAN ASSISTANT. The new voice on the other end of telephone line is Ms. Margene Harris. She is the new civilian assistant for the Special Operations and Special Warfare detailing shop. Email her at p415b @ persnet.navy.mil. She can help verify your record and keep you up to speed on the status of your orders.

STAY IN TOUCH. Please start order negotiations with me about nine months from your PRD, with the goal of having your orders in hand at six months prior to transfer. Before we start negotiations ensure your duty preference sheet is updated. You can do this online on the BUPERS Web-page. I can be reached at DSN 882-3910 or 3911, or COM (901) 874-3910 or 3911. The Fax number is (901) 874-2759. My email address is p416@persnet.navy.mil ☐

CDR Ted Lucas
Special Operations Assignments and Placement Officer

Submarine Picture



(PERS-42) DSN 882-3930, Comm (Toll Free) 1-800-526-3583; Fax (901) 874-2648

★Captain's Corner



Bring on the ensigns! The Submarine Force and recruiting efforts across the nation continue to excel. The efforts put forth during Midshipmen Cruises and NROTC Unit Visits continue to pay off. I recently visited the United States Naval Academy during service

selection night – what an awesome site! The submarine officer force increased by 150 new officers on February 2. That is a 20 percent increase over last year's accessions alone. That trend extends across the United States and we expect to exceed goal for the second year in a row.

As the accessions continue to come in we will have a ready inventory of "extra" JO's graduating Submarine School. This will provide new flexibility to CO's

and XO's regarding Junior Officer quality of life. An important milestone during the Division Officer tour is completing the Engineer's Exam. It is important that Junior Officers get to take the PNEO exam at their 24-month point. This increases their detailing flexibility when rolling ashore and allows some JO's to roll a few months before the nominal 36-month JO tour.

On a more senior note, the FY02 CO/XO screening board convenes June 18, 2001. Officers under consideration for the upcoming board are:

- CO: Year Groups 86-88 and 85 COSS officers.
- XO: Year Groups 90-92 and 89 XOSS officers.

In addition, each board will review the records for those eligible officers previously screened, but not yet assigned, to determine if their current screening status is appropriate and to recommend changes where deemed necessary.

PERS-42 detailers will be reviewing each eligible officer's record for FITREP continuity, proper photo, etc. This review is done several months prior to the board. Following the review, attempts are made to locate missing data. You should have all your FITREPS and awards in one easy access location, so they can be quickly obtained and forwarded for the board. Up-to-date phone numbers and e-mail addresses will make this process much faster and easier. Forward your updated information to our Board Secretary – Tammy Fink at p423a@persnet.navy.mil.

All correspondence sent to the board must originate from, or be endorsed by, the officer concerned. If you need to provide missing information or communicate special concerns or an unusual circumstance to the screening board, write to:

PRESIDENT FY 02 CO/XO SCREENING BOARD
COMMANDER NAVY PERSONNEL COMMAND (PERS-42)
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-4200

Any last minute data can be faxed to the board at DSN 882-2648, Comm (901) 874-2648. If you have questions, don't hesitate to call your detailer.

Performance at Sea! All boards that convene to

determine who the future leadership of the Submarine Force will be have one common theme they look for: performance at sea. It is important to realize that performance in the job - whether Navigator, Weapons Officer, Engineer, SSN, or SSBN – is the key. No one position or platform puts you ahead of your peers. The Submarine Force is looking for exceptional leaders from all aspects of the service – take charge and lead!

Nuclear Officer Incentive Pay: Remember the continuation pay rate went up in October to \$19,000 per year. Get your contract in early to ensure DFAS has enough time to process it before your bonus anniversary date. If you have any questions, contact LT Shawn Huey at DSN: 882-3933, Comm (901) 874-3933.

Submarine Base Guam: As many of you have already heard, the USS City of Corpus Christi and the USS San Francisco are moving to the submarine squadron standing up in Guam. It is possible one or two other SSN's will join them in FY 03, but the exact platform(s) have not been decided at this time. Utilizing a base in Guam will satisfy some important concerns for the Pacific Fleet and provide exciting opportunities for officers wanting to serve on a forward deployed fast attack submarine. The location of Guam limits the transit time its submarines take on their way to cover Western Pacific deployment areas. Additionally, this reduces the operating tempo for the entire Fleet. Boats assigned to Guam can anticipate 50 – 60 day deployments two or three times per year, with more frequent port visits to locations such as Singapore, Japan, Korea, Hong Kong, and Australia. More information on Guam can be obtained at <http://www.guam.navy.mil>

The Navy Submarine League's Annual Symposium: The Symposium will be held 13-14 June at the Hilton Alexandria Mark Center. The agenda is not yet set, but PERS-42 will have a detailer booth set up. For those officers who can make it to some or the entire symposium, this would be a great opportunity to see your detailer and discuss issues. For more details on the Symposium agenda, check out The Naval Submarine League website at "www.navalsubleague.com". As our schedule firms up, we'll post details on the PERS-42 website at <http://www.persnet.navy.mil/pers42/pers42opening.htm>. □

CAPT Bob Holland, PERS-42

★ Detailer Notes



RECALL TO ACTIVE DUTY: Some of you may have friends who departed the Submarine Force for alleged greener pastures on the outside. Some of those friends may be asking you how to get back in to the Submarine Force. In fact, they may have received a letter from COMNAVPERSCOM, RADM Hoewing, informing them that the opportunity exists. Many of their questions about the process may be answered at the PERS-812 Homepage on the NPC Website, www.bupers.navy.mil. To date the DH Detailer, LCDR Jeff Grimes, has recalled three officers to active duty to serve as a Submarine DH.

SPLIT TOUR OPPORTUNITIES: The opportunity for submarine department head split tours is less restrictive than in the past. Opportunities exist for department head split tours as Battle Group Submarine Operations Officer (Sub Ops Off) and for submarine-to-submarine department head assignments. Department head split tours provide an excellent means to break up the department head wardroom rotation, and more importantly, provide an avenue to broaden an officer's background and experience.

In order to be considered for a split tour assignment you should have successfully completed 18-24 months of your department head tour (24 month minimum for Engineer). If you desire the opportunity to be considered for a department head split tour, contact the department head detailer, LCDR Jeff Grimes, six-12 months prior to your anticipated split tour rotation date.

Listed below are several Battlegroup SUBOPS split tour billets which will be available in the future:

CRUDESGRU One	San Diego, CA	0110
CRUDESGRU Twelve	Mayport, FL	0110
CARGRU Two	Norfolk, VA	0112
CARGRU Five	Yokosuka, JA	0112
CARGRU Three	Bremerton, WA	0112

All of the SUBOPS billets involve a one to two month training track en route, so contact LCDR Jeff Grimes at least 12 months prior to your desired split tour rotation date.

SOAC DATES AND DEPARTMENT HEAD DETAILING: The following SOAC dates are provided for planning purposes:

CLASS	CONVENE	GRADUATE
FY01		
01020	19 JAN 01	08 JUN 01
01030	16 MAR 01	03 AUG 01
01040	11 MAY 01	28 SEP 01
01050	13 JUL 01	30 NOV 01
01060	14 SEP 01	15 FEB 02
FY02		
02010	26 OCT 01	29 MAR 02
02020	25 JAN 02	14 JUN 02
02030	29 MAR 02	16 AUG 02
02040	17 MAY 02	04 OCT 02
02050	12 JUL 02	29 NOV 02
02060	20 SEP 02	21 FEB 03

As many of you have determined, class time at SOAC has been reduced to 20 weeks. However, SOAC is still long enough to allow for issuance of PCS orders. The basic "timeline" for SOAC/Department Head detailing is shown below (times are referenced to SOAC class convening date):

APPROXIMATE TIME	EVENT
6-7 months prior	Orders to SOAC issued
3-4 months prior	SOAC Class slated (department head assignments made)
Upon arrival	Department head assignment letters issued
1-2 months after arrival	Orders to ship issued

DESRON MANNING: There is a unique career opportunity opening for a small number of highly qualified submarine junior officers to gain invaluable experience in Battle Group operations. We no longer have enough junior officers to man all DESRONs continuously, but there is still a vital requirement to provide 1120 junior officers for deployed periods. To meet this need, we are now offering officers the chance to be assigned to deploying DESRONS for approximately 12 months at the beginning or completion of their JO shore tour, prior to attending SOAC. This period will include pre-deployment work up exercises, followed by a six-

month Battle Group deployment. This will be an actual PCS to the DESRON staff, so families would be able to either remain in current locations or transfer to the new location.

This is a terrific chance to do something a little different and see the operations of another part of the Navy prior to your department head tour. The opportunity will only be open to officers who are early enough in their year group to ensure no one is disadvantaged by starting their department head tour late, so contact the department head detailee, LCDR Jeff Grimes (DSN 882-3932; p421b@persnet.navy.mil) to ensure you are eligible. You should contact him at least 12 months prior to your current PRD, since these assignments are already filling rapidly.

A few of the next available DESRON billets are listed below:

Billet	Location	Approx. Fill Date
DESRON 21	San Diego	0107
DESRON 24	Mayport	0108
DESRON 31	Pearl Harbor	0112
DESRON 26	Norfolk	0201

PXO DATES: Below are the upcoming PXO dates for the next year. If you are screened for XO and want to discuss timing for PXO classes, please contact the Post-DH Detailee, LCDR Paul Haebler at (901) 874-3931 (DSN 882). You should also send your desires for XO assignment to CDR (Sel) Rich Correll. Please list all submarine homeports (including Guam) in your preference list.

Convene	Graduate
4/30/01	6/8/01
6/25/01	8/3/01
10/29/01	12/7/01
1/14/02	2/22/02
3/11/02	4/19/02
5/6/02	6/1/02

POST-DH SHORE DUTY SLATE: A few months ago, we created a Submarine Post-DH Shore Duty Job Slate on the PERS-42 website. This slate will contain a list of as yet unfilled job requirements available for submarine post-DH's (including XOSS' and officers not-cleared for XO) through the next 12 months and will be updated monthly. All job open-

ings will be listed, although some billets may require specific DH experience (ENG, STRAT WEPS, MED, WESTPAC, etc.) and will be unavailable to some applicants.

The entering argument to any assignment is always timing, so members should generally be looking at jobs that fill at or after the month when they are rolling. If there is a job that fills earlier though, make a specific note of it and ask your detailee. There will be some billets that don't get filled at the time listed and may still be available later.

Response so far has been positive, but please feel free to offer your comments and suggestions for improvement so that we can serve you better. POC is LCDR Paul Haebler (901) 874-3931 (DSN 882) and p421a@persnet.navy.mil.

SCREENING BOARD PREPARATIONS: By the time you read this, the FY 02 Screening and Selection Board season will be well underway. The FY 02 CO/XO Screening Board is 18 June, so if you are eligible for that board, **CHECK YOUR RECORD NOW!** If you are unsure of your eligibility for a particular board, contact your detailee to make sure. Reminder: Even if you are already screened for CO or XO, but not yet serving, your record still gets reviewed by the screening board to check for any dramatic changes in your performance.

If you notice something missing from your fiche or OSR/PSR (FITREP, award, graduate degree, etc.), this will give you plenty of time to make the corrections before it becomes a crisis. Last year, a large volume of documents was sent to the board at the last minute, which impaired the efficiency of the board process. If you check your record now and make corrections, the only thing that should require updating before the next board for which you are eligible is your latest FITREP.

If you need to update your record with a missing FITREP or award, the detailers can take care of that for you directly. If you would like to submit third party correspondence to a selection or screening board, then a letter to the President of the Board, from you, would be in order.

Overall, the number of administrative discrepancies in records is continually getting smaller, so our thanks go out to all those who are helping by submitting the documents to make the record corrections.

Submarine LDO / CWO. There is good news and new developments to pass on to all Submarine Mustangs.

Sub LDO / CWO Web Page: LCDR Armstrong and I have finally put our WEB SITE together and by the time you read this article we hope you will have already read through it. If not, please check it out. It can be found on the PERS-42 home page. Many thanks to LT Tory Swanson and LT Mike Sowa, two of the 1120 detailers, for their assistance.

New Senior Billets: After a culmination of hard work over the years by many, and strong support from the top of the Submarine / Nuclear Power Leadership, we now have at least one captain billet for each of our LDO designators! Among the many things that this means is the promotion percentage for Line LDO captain is up to 43 percent. It is anticipated that it will stay close to that for at least the next five years.

SSN Combat Systems Officer: A great opportunity has been presented to the Submarine LDO Community to serve aboard an SSN as the Combat Systems Officer during an overhaul / DMP. This officer will report aboard an SSN six to ten months prior to the boat going into the yards, complete as much of the qualification process as possible, come up to speed on the overhaul work package and be ready to run the "forward" portion of the overhaul. Additionally, as the CSO you will run the Weapons Department as the Department Head. We will be looking for the right individuals in not only the Weapons designators, but also Electronics and Communications Designators.

FY-02 LDO / CWO In-service Procurement Board: As I write this article the LDO board is in session, but will report out well before you read this. Hopefully you will have already welcomed our new "Mustangs" into our Community. Now is the time to be looking for those top enlisted folks for the FY-03 Board. Applications were down this year, so please try to encourage our best to at least learn about our program and what it has to offer. From there they should make their own decision if obtaining a Commission and increased responsibility along with the corresponding accountability is what they are after. □

Aviation Picture



{PERS-43} DSN 882-3974, Comm (901) 874-3974; Fax DSN 882-2721, Comm (901) 874-2721

★ Captain's Corner

There has been a great deal of discussion lately regarding PERS-43's policy regarding CO's. The rule is that an incoming CO's PRD is adjusted to 15 months from the month of the Change of Command regardless of the PRD listed in the original orders. The 15 month rule now holds true for Training Commands as well. Furthermore, extensions beyond the 15 month tenure must be approved by PERS-43. The CO's reporting senior must make an email request to the individual's respective detailer for consideration. If the extension is one month in length, that detailer can approve the request as long as there is no pressing



need nor adverse impact on command opportunity, as well as, competing requirements. Any disapprovals will be forwarded for review/determination by PERS-43 personally. Any extension requests of two or more months must be justified in an email to PERS-43 (CC'd to appropriate detailer) for ultimate determination. It is critical to fleet manning that these requests are forwarded as early as possible. Fleet requirements dictate we retain, then make available for assignment, the correct number of suitably capable officers at a point nine months prior to anticipated fill date. This is essential to effectively address Fleet manning needs and prevent possible gaps. Therefore, it is essential for CAGs/Commodores to be proactive in managing their inputs to BUPERS regarding CO's PRD adjustments. □

CAPT Eric "Sodbuster" Benson, PERS-43

★ Aviation CDR Detailer {PERS-431}



The Commander's shop is experiencing the beginning of a transition which will result in the complete turnover of all three detailers by July of this year. As a result, it seemed important as a baseline to explain the division of responsibilities and readdress the dialogue, expectations and timelines associated with detailing Aviation Commanders throughout the Fleet.

First, the shop is divided along aviation community lines. PERS-431, CDR "Sarge" Alexander handles all Tacair (Tailhook) aviators. PERS-431A, CDR "Dano" Lynch, takes care of all VP/VQ constituents. Finally, PERS-431B, CDR "Chip" Dobson details all Helo aviators. These three detailers are supported by an administrative assistant, Ms. Fran Stone, PERS-431C.

The challenges of each individual Commander Detailer differ somewhat, but the expected timelines for interaction with constituents are the same. The optimum approach begins with an introductory phone call or email 12 months prior to your PRD. While our billet listing may be sketchy this far out, the contact opens a dialogue for continued communication. At this point, the goal is to ascertain some sort of preference on your next duty assignment (geo-location, coast, sea, shore, etc.).

Serious deliberations for available jobs occur between nine and six months prior to your Projected Rotation Date. During this time, the detailer and constituent come to some agreement on the next set of orders. The resulting intent is to initiate orders in the system ("propose you") no later than the five month point so as to release orders four months prior to PRD.

While the scenario outlined portrays a perfect world, there can be obstacles. There are literally more billets than there are Commanders to fill. As such, we have to insure we have a valid billet and that we fill our high priority billets. Not surprisingly our priorities are, in order, forward deployed naval

commands, deployable sea commands, overseas and finally shore duty.

So, how can you assist the process? Ensure when lining out your preferences that you include some indication of desires if sea duty becomes a must. At least you have some input to the resulting detail.

There have been many questions regarding post command sea duty and what is the rule. The answer: There is no rule. Timing is the driving factor on whether it's back to sea after command. Summertime is an extremely difficult time with the paucity of post command Commanders available. However, there are more changes of command in the fall, thereby reducing the necessity of having to go directly back to sea. But let there be no doubt, those competing in sea duty billets stand out significantly during any board selection process.

The same thought process holds true for pre-screen Commanders. If you are coming off your "Post Department Head Shore Duty," expect to go to sea/overseas.

We covered just a few expectations with regard to division of detailing responsibilities in addition to the desired detailing timeline. If you have any questions, don't hesitate to call or email. We will spend as much time as necessary to clarify any issues you may have and do our best to find you the correct answer. ☐

CDR "Chip" Dobson
CDR "Dano" Lynch
CDR "Sarge" Alexander

VF



T-Notch Manning and First Shore Tour. We should all be aware by now of the need throughout our community for folks. We have heard time and again of the problems T-notch has caused for manning in the Fleet. As T-notch aviators are approaching their first shore tours there is a sense of need throughout the community in all areas. Therefore we pick our preference for a follow-on tour and expect that it should be fulfilled because we feel that specific command "needs me." While that may be true, we may not have the big picture in mind. In many cases there are other commands that have a greater relative need for folks at that time. This is

why we need to have a list of preferences. Instead of focusing on just one command we have to understand that our community may need us more elsewhere. The good news here is that in most cases these needs involve flying. Where this becomes a problem is when you desire something other than flying. We are at critically low manning levels at the majority of the shore commands our community sends people to. This is the price we pay to keep readiness where it is most needed, in the Fleet. But we must keep in mind the vicious cycle we could face if we fail to continue to produce enough folks for the community. What's more, many of the non-production commands are at their absolute minimums also. We must be very critical of every set of orders produced to make sure we've covered all potential shortcomings as best we can.

Second Sea Tour Manning. Since taking over for Hammer I have been extremely pleased to find that our community has come to accept our share of the burden required to man the carriers properly. The "shooter tour" as many people refer to it is actually misnamed. In actuality there are several jobs we can choose from based on our preferences and availability. These include jobs indoors as well as outdoors. Carrier jobs we are eligible for include ANAV, Ops Admin, TAO, Asst Strike Ops as well as Shooter. All provide a chance to develop leadership skills, compete with large numbers of peers and broaden our view and knowledge of the Navy. Junior Officers as well as XOs and COs must come to understand the benefits these necessary tours can provide our community. I have yet to talk to someone from our community doing one of these jobs who hasn't realized the true benefits that come from the leadership role and responsibility these tours provide. As always, the earlier you start your search for your follow-on orders there will be more options available for you.

Post Department Head Manning. For post department head tours the same rules apply. We may perceive that due to shortages throughout the services we should be entitled to our choice of job and location. But the same holds true here as well. We must continue to spread the talent as needed throughout our community as well as elsewhere. It seems that every command is manned at critically low levels. As we search for follow-on orders we find that just about every command needs us in some capacity. But we can't afford to overman some while

leaving needs elsewhere. Fortunately the options for folks in these tours are much broader and one can usually find something suitable to their specific career needs and desires.

Department Head Timing. Finally, I'd like to address how we calculate Department Head timing. I've gotten a lot of questions about this so I'd like to take the opportunity to clear this up. Rough gouge for when you should start your Department Head tour is at your 11 year mark. Each year the Navy calculates the future needs for promotion. These calculations are disseminated as "zone predictions" and are updated every December. Some factors that determine zones are retention rates and future needs of the Navy in a particular rank. Detailers are able to lay these zones across their respective community and come up with a better estimate of when you will be "in zone" for promotions. The zone we concern ourselves with respect to DH timing is the CDR zone. You must have time to compete as a Department Head prior to your first in zone look for CDR. To do this check the year you should start wearing CDR. Your screen board will be the spring prior to this. Figure that your last competitive fitrep as a DH will be the October prior to the board (assuming no change of commands) and back up two years from that. That fall is the "no later than" timeframe you should start your Department Head tour. So if you are a FY07 CDR you need to start DH NLT fall of 2003. Our community cannot afford to start folks early in their Department Head tours due to the shortages we face, as discussed earlier. You can expect to continue on a normal sea-shore rotation until your Department Head start date. We will not let you start late, but starting early tends to hurt community manning as well.

The overriding theme here is contacting me early enough to have the best picture and most options for you. One year from PRD works best as it provides the most options while not being too early to have the future picture. Consider your career needs as you plan for your future. What you want to do doesn't always match up with what your career needs, as well as what the Navy needs. Trying to strike a balance with these three issues is my goal.

Fly safe, fight hard and have fun! ☐

LCDR Jerry "Hurl" Morick
PERS-432G

VQ

Let's talk about your first "one year out" contact with the detailer. This is an important first step in the process. I need to hear from you and discuss options at this point. However, don't expect a set of orders to be cut following the conversation. I will work with you and your command to explore possibilities, and in most cases will look to get you "penciled in" around the nine-month mark with a set of orders six months prior to your PRD. Your personal desires, career goals and obviously the needs of the Navy are all key elements in putting together your orders. A lot of work goes into a successful set of orders and you need to be involved. Finally, please take a look at our BUPERS web site under P432U for important info such as community listings and a frequently asked question section. Your suggestions about content are also welcome. Thanks, I look forward to working with you. ☐

LCDR Greg "CREWSER" Crewse

VAQ/VAM

You've probably heard all about the manning challenges facing the Navy today (T-Notch, the strong economy, airline hiring spree, etc...) and the bottom line is that we are short on junior officers now and will be for many years in the future. There is a silver lining here, though. If you are one of our JO's in short supply, you have unprecedented opportunities awaiting you. Promotion and command screen opportunities will likely be far higher than in previous years. Flying jobs will be available throughout your career for both pilots and NFOs, even when you expected a staff job (post-DH, for instance). Couple all this with the Prowler community's success from the recent Major Command Screen Board (one CAG, two nuclear power (CVN), two major shore command), and it is clear that a career in the Prowler community can offer exactly what prompted you to come in the Navy in the first place: to fly, stay tactical, lead squadrons, ships and Air Wings, and serve your country at the tip of the spear.

The fall Aviation Command Screen Board offered

some great insight into molding a successful career. Above all else, "sustained superior performance" must be demonstrated. This means getting steadily improving FITREPS in each tour, culminating in some breakout (preferably an EP). Where you go for each tour is less important than how you do in each tour, so work hard and break out wherever you go and chances are you will be rewarded. Keep your record up to date. About 80 percent of eligible officers were missing something for the command board. The last issue of Perspective ("The Career Issue") explains how to do this. Nothing turns off a promotion board more than an incomplete record. You should know when you are next up for promotion and how that timing affects follow-on job assignment. The easiest way to determine promotion status is to reference the VAQ "Bubba List" (your XO should have it or contact me for a copy), which lists all officers in the Prowler community by lineal number. We have drawn lines on the Bubba List which delineate the screen groups for each promotion board, allowing you to tell which board applies to you. Be aware that screen groups can, and frequently do change (while your Year Group will stay the same) over time, so you need to regularly check the Bubba List for updates. Finally, there are some "tie-breakers" that will help strengthen your record. They include (in no particular order):

- Master's degree (especially obtained off-duty)
- Ship quals (CDO (underway, TAO, etc...)
- LSO quals
- Top Hook honors
- Japan/overseas tours
- Back-to-back sea tours
- War college (especially obtained off-duty)
- Ship's company tour
- Flag aide

Job opportunities down the road. To get the latest "real-time" update on available jobs, check the BUPERS web site (go to "Detailers"), where I attempt to update my web page on a monthly basis. By the way, there is a lot of other good career info throughout the web site, so take a look. Here is the big picture that I see for specific career milestones:

First squadron tour. Expect to do a max of 36 months. As a rule, extensions won't be approved unless required by operational commitments. Rolling early is okay with the approval of the CO. So,

if you've received a breakout fitrep, we might move you on to make room for the large number of expected FRS graduates.

First shore tour. The emphasis remains on "production sources." For pilots, this means the FRS, TRACOM, VX-9, EAWS and NSAWC. For NFO's, the same list applies, but includes ROTC, USNA and recruiting. If you want to go elsewhere, it will happen only if I have already filled the billets I "own" at the commands listed above.

Second sea tour. If you have at least one year to kill between your shore tour and your DH tour, plan on going to sea. In priority order, the options are: ship's company (TAO, Ops Admin, EWO, Astrike, Assistant Air Ops, Shooter), CARGRU/CRUDESGRU staffs and CVW staffs. For pilots, we need CAG LSOs. Super-JO opportunities are few and far between and will depend on squadron needs and my ability to fill the billets listed above.

Pre-department head tour. This is a great time to do a CONUS War College if you're coming off of a second sea tour. Call me to see if the timing works out. Otherwise, if you have time to kill before DH, plan on filling a billet in Whidbey (FRS, EAWS or Wing).

Department head tour. This tour carries the most weight at the command screen board. You need to get a number one FITREP as Ops or Maintenance (preferably at least five months in length) to get your foot in the door for command screen. This means you can't afford to be late starting the tour. The DH slate changes constantly. I'll strive to contact you if you are affected by a change. If you did an expeditionary JO tour, you will go to a CVW squadron for DH.

Post-department head tour. This is the time to step back and take an objective look at your career to determine how you should best round out your record. For example, if you have spent your entire career at Whidbey, you probably need to go elsewhere, preferably joint. If you've already done a staff tour, you might be able to do a flying tour. The FRS and TRACOM will continuously need folks due to the shortage of JO's. The overall strength of your record will also drive where you can/should go. We're trying to put Prowler-experienced officers in staffs around the world to represent our community. This

is a good way to bolster your record and maintain your community visibility.

My job is to help manage your career progression. In that light, never hesitate to call or email with questions at any point in your career. The more you know, the better your career decisions will be. Fly safe! ☐

LCDR Paul "Scrappy" McKeon
Pers-432K

HELO (Sea) / HELO (Shore)



HELO SEA

Board season is behind us and once again questions were asked about how an individual's record looked. As your detailer, I can give you a general impression but responsibility for your record is yours. I recommend that for all future boards you send your most current Fitness Report. The folks looking at your record will know of annual requirements but will not know if Change of Reporting Senior, Concurrent, Special, and Detachment of Individual reports have occurred, and therefore will not generate an error message if the reports are missing from your record.

For everyone in zone for lieutenant commander this year, I have a request. Please send in your preferences for your Department Head tour. Email your preference listing commands, location, or airframe in the order you desire. These preferences will aid your community leadership in developing the department head slate and give you a better chance at going where you want.

There are plenty of second sea tour billets available so get on the list early for the best selection. The needs of the Navy are such that we need all available second sea rollers to head to the sea going staffs or Amphibs. HS community folks have several Carrier Groups available in addition to the ship billets. For HSL pilots, there are DESRONs, Cruiser Destroyer Groups, and Amphibs waiting. HM community needs pilots in the MCMRONs, while for HC drivers there are a few transition billets, staff duty and Amphibs.

HELO SHORE

One of our primary objectives is to do what we can to meet your needs and desires for orders, as well as ensure that we keep Navy squadrons and organizations effective and efficient in their mission. To that end we will always work to try to meet your requests for your career desires. However, we must work within the detailing triad and therefore the needs of the Navy and billet availability will play a large role in where we can send you for your first shore tour.

As we continue working with the T-Notch year groups, manning at our production sources remains the priority throughout the rest of the year. FRS, TRACOM, NROTC and selective Station SAR and USNA billets will be our priority as we move through the T-Notch manning shortage. So as not to sound like we're totally limiting your options, there are other jobs out there that are non-flying, primarily aide and staff jobs around the country that we also may be looking to fill, but the priority of these jobs falls behind those of our production source billets. Our primary focus this summer will be to keep the training command going strong, but we do see an increase in the number of shore rollers which means that a wider variety of shore assignments will be available in the near future. Be sure you contact us should you have any questions about orders, job options, or would like career advice. No later than 12 months out is the recommended optimum time to e-mail or call us with your preferences for orders.

Post Department Head billets for the rest of this year reach across the entire spectrum and this summer we have some great opportunities in DC working on the OPNAV staff and with NAVAIR in Pax River. With helicopter reorganization and new aircraft coming on line shortly we need top notch program managers in key positions to ensure the continued success of our communities. □

LCDR Bob "Linus" Lineberry
LCDR Bob "L+10" Laubengayer



We would like to take this opportunity to say fare-

well and thank you to CDR Steve "Hair" Krotow as he departs and heads off to VP-46. Wish you the best of luck in your command tour. Welcome aboard to LCDR Ken Bowen who comes from VP-26 and will be the new VP placement officer.

Those of you who are in zone for CDR should have ordered your OSR/PSR and microfiche to review, update or correct your record. Those of you who are in zone for LCDR need to order your OSR/PSR and microfiche now. Please take the time to review this material. If you have any questions please do not hesitate to call. Remember, this is your promotion.

We recently had the opportunity to visit Hawaii and Japan and would like to take this opportunity to thank everyone for all the support. The time was well spent with the squadrons and staffs. It is always nice to be able to put a name with a face. We are also looking forward to seeing everyone at MPRA Reunion in April. □

LT Andy Westerkom, NPC-432I (VP Shore), e-mail
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LCDR Craig Dorrans, NPC-432P (VP Sea), e-mail
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For more than two years, the Bureau has been briefing the Fleet on present and future manning challenges. This no doubt has led to ready room discussion and analysis, from which has surfaced a lot of questions and confusion. It should be no surprise to anyone that after years of downsizing, we do not have the number of bodies we once did to meet our requirements. I thought I would use this article to address specific manning shortfalls and how they effect the Hornet community.

Operational Squadrons. F/A-18 squadrons are funded to be manned at 17 pilots. As recently as two years ago, we had enough people to put 18 pilots in most squadrons. There are two major factors that now prevent us from meeting this requirement. First, a combination of BRAC moves, asset/part availability and under-assessed year groups have prevented us from meeting our CAT I production

requirements at our three FRSs. Secondly, a slightly lower than required retention rate in pre-department head year groups is leaving us short of the number required to man each squadron with four department heads. When you combine the impact of these two factors, it leaves only enough people to man each squadron with 16 pilots. One "good" that can be mentioned here is that squadrons now have twice the number of ground officers that they once had which helps with primary and collateral duty distribution.

Shore Squadrons. Many of you have heard of the "T-Notch" year groups (YG93-YG95) and how they were under assessed to help pay the downsizing bill in the early 90s. These year groups are now rolling to shore duty. While the T-Notch Manning Plan reduced the manning requirement of the shore commands, we are still challenged to meet these requirements and are witnessing some shortages. This leads to less flexibility when assigning JOs to shore duty as the priority remains manning the production sources (FRS/TRACOM).

Post-Department Head. The number of F/A-18 department head/post-department head resignations has doubled in each of the last two years. While this has had some impact on major staff manning at the O-4 level, it has not yet effected command opportunity as these losses are still coming from large year groups. The trend is certainly significant and has high level attention.

So that is the quick and dirty on where we stand at the different career milestone for manning. As you can see, there are challenges at every stage. Hopefully this answers some questions and clears up any confusion out there. If you have questions or concerns on any of this, please drop me a line by phone or email and we can discuss it further. My open invitation also still stands for you to come visit lovely Millington to see how it all works. Keep the

calls and emails coming. Fly safe and have fun! ☐

LCDR Patrick "Sparky" Lefere
PERS-432F

Mustangs



"The Detailing Window." April 1st the "pencil in" window moved from 18 months from PRD to 12 months from PRD for officers serving in CONUS. This is due to the changes in Fleet requirements as well as the retirement request window 9-12 months from an officer's PRD. If you are forward deployed (as an added benefit) it will remain 18 months.

So far it's been a very busy year. Recently we've introduced a Promotion Brief into our road trips and are giving it in addition to our normal detailer's brief. If we're in your area it is strongly recommended that you attend this brief. Congratulations to all the New LDO's and CWO's. ☐

CDR Gary P. Ranno
LCDR Kris B. Hancock
Head, Aviation
Asst. Head, Aviation
LDO/CWO Detailer
LDO/CWO Detailer



Perspective Magazine On-line

Perspective Magazine is on-line, and can be accessed on the NPC/BUPERS Web site at <http://www.bupers.navy.mil/periodicals>.

Restricted Line, Staff Corps, TAR

★ Engineering Duty {PERS-445}

DSN 882-3994/3294,

Fax: DSN 882-2677, (901) 874-2677

World Wide Web Home Page:

<http://www.bupers.navy.mil/edo>

★ Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 882-4108,

Comm (901) 874-4108;

Fax: (901) 874-2632

AEDO Picture

Career Planning: There are many opinions regarding the value and timing of core and Fleet tours. The fact is that all of our jobs are good jobs, or we would not keep them as part of our community. One of the factors the detailers look at when proposing your next job is the right mix of core and Fleet jobs. Each officer is well advised to consider this point, too. Core jobs are those assignments where the Commanding Officer is in a billet to which you could be assigned in the future. Each of us must ensure that we have enough core experience to make us competitive for Command. In a typical ED career, there is enough time for two or three Fleet and broadening tours, while completing the requisite number of core tours. Each officer's situation is unique, based on their seniority at lateral transfer, length of education and previous URL assignments. The best way to make an informed decision is to complete the career planner (available from the detailer or our WEB page), and seek the advice of several mentor officers in your career track. Fleet tours add perspective and valuable experience to make you the best officer you can be. The best record is one with the right mix of core experience and diversity.

ED Community WEB Page Information: Check out the community information pitch recently added to our WEB page, under the "What's an ED?" link. Although the information is provided primarily for those considering lateral transfer into our community, it is also very useful for EDs considering orders to an unfamiliar activity. The ED Newsletters are an additional source of information that can be useful in making the right decision on your next assignment. Pass the WEB address on to a friend or colleague who may be considering a career in engineering. □

The AEDO Mission. The overall mission of the AEDO officer is to provide effective material management to all air and space weapons systems throughout their life cycle. The AEDO function is described as follows: "To provide direction to the technical and material elements of the Navy in matters related to naval weapons, and support to the operating forces, by bringing to bear specialized technical and managerial talents combined with operating experience and viewpoint." Combs Board Report, 1944.

What is an AEDO? Missions performed by AEDO's are in direct support of providing the tools to the Fleet aviator to perform their mission. Statutory code requires extensive dedicated experience in appropriate billets to serve in leadership positions. In essence, the AEDO provides professional management and technical direction to the entire air weapon system acquisition process: the design, development, test, procurement, engineering, production, and logistic support of naval aircraft, spacecraft, and weapons. AEDO's bring a unique blend of operational experience, astute leadership, and technical excellence to the design, acquisition, and support of naval weapons systems.

The AEDO serves primarily in the acquisition field. Consequently, in becoming a specialist, the AEDO relinquishes the goal of command-at-sea, devoting full attention to acquisition and support duties. Major program management, AEDO command, and command-equivalent billets are available in the Naval shore establishment. Command opportunity for an AEDO exceeds 50 percent.

AEDO billets offer diversification and challenges

that rival those of any profession. AEDO's are involved in the entire life cycle of most aircraft, weapon, and naval space systems. AEDO's have unique backgrounds of operational, acquisition, and technical knowledge and manage programs involving billions of dollars, while working with top research and engineering talent. As commanding officers of shore activities, AEDO's supervise thousands of civilian and military employees.

Alternative to resignation. If you are considering leaving the Navy, you may want to look at alternatives within the Navy prior to making that decision. Instead of leaving, consider a career shift to the AEDO community. It will provide new challenges that combine your experience and interests in aviation with the development, engineering and procurement of aviation products.

First Tour. The activities to which 1510 designated officers may be assigned are divided into four general areas: (1) operational support; (2) headquarters; (3) RDT&E field activities; and (4) manufacturing and production facilities.

Retirements. The AEDO community has recently experienced a significant number of retirements at the O-5 and O-6 levels. The Bureau policy for notification of a voluntary request for retirement is 9-12 months prior to desired separation date and outside of six months prior to PRD. Waivers for Naval Postgraduate School payback will be denied. Time-on-station and minimum activity tour waivers are addressed case by case. Please call your detailer if you have any questions.

NEW Web Site. The AED community web site is up and running. Access through the BUPERS homepage by tracking through PERS-4 to PERS-446. The PERS-446 (AED) homepage provides links to the AEDO and AMDO homepages, TPS and NASA selection board sponsor pages. The individual community directories require user ID/passwords to access. This information is available to AED officers from your detailer or community manager. The following is provided: http://www.persnet.navy.mil/pers446/p446_webpage.htm □

AMDO Picture

AMDO E-Directory. Our electronic directory (E-

directory) is an Excel file posted on our BUPERS web site. There is also a link to the E-directory at www.amdo.org. Access requires a user ID and a password. Contact LCDR Fred Hepler, our Community Manager (HeplerFW@navair.navy.mil, DSN 757-8481) or me for this information. If you have any comments or suggestions for making the E-directory better, please let me know.

AQD's. When an officer is detailed into a non-critical acquisition billet, the billet AQD is screened against the officer's actual AQD's. If the officer does not have the level of certification required, PERS-447 enters an AQD for the officer with a zero as the third digit. This allows tracking of certification progress – The officer has 18 months to attain certification commensurate with the billet AQD. Bottom line is that an AQD in your record that ends with a zero is not a good thing. If you have one, you should work on getting at least level one certified in that area.

IL* codes. These AQD's are obsolete and have been removed from the system. However, in order to annotate in an officer's record a screened/completed a major AIMD tour, we have retained the IL5 AQD. It shows up on your OSR/PSR Cover Sheet as "LOG MJ/AIMD."

I need to fill the following jobs over the next 12 months and have no one slated for them.

Billet	Rank	Fill Date
NAPRA Atsugi Det		
Okinawa	LT	Vacant
JSF Program Office	LCDR	Call Now!
Naval War College	CDR	Aug 01
Blue Angel MO	LCDR	Oct 01
CNAP AMMT	LCDR	Nov 01

One last word about selection boards and job assignments. Many times we get wrapped around the axle worrying about getting that "perfect billet" for our next job assignment. It is important that we go to sea and get lots of O and I level experience. The ONE thing that continues to be the major discriminator on selection boards is PERFORMANCE. So, my advice is, regardless of where you are assigned, make the most of it, perform superbly and ensure your sustained superior performance is documented. p

CDR Tom Glass

★ Public Affairs {PERS-448}

DSN 882-4023, Comm (901) 874-4023; Fax: (901) 874-2676



Diversify Your Experience: Most everyone has heard about the need to diversify their investment portfolio, but how much time have you spent considering the importance of diversifying your career experiences?

Ensuring your career includes diversification of experience means making yourself a more well rounded officer and, as you grow more senior, able to take advantage of a wider array of job opportunities. Diversification can come in many forms – at-sea or ashore, overseas or CONUS, operational or support, independent or as part of a staff, Navy or Joint. You should be looking for future jobs that will equip you with the knowledge and skills necessary to take on increasingly challenging jobs. You should be planning for your future and actively pursuing opportunities as they come available. Don't wait for the detailers to offer you an opportunity, go after it if you feel it fits your career plan.

Use the monthly community roster to look for the jobs you think would be best for your future. Don't just look at your PRD, but at three to six months on either side. Pick the two or three jobs you feel are the most appealing for future assignments and give us a call. We will discuss your choices with you and work at clearing a path to help you achieve your goal. We may not be able to detail every officer to the exact job they want, in the place they want, and at the time they want, but we will work with you to keep you on track to reach the critical career milestones that will keep you competitive.

The bottom line is plan for your career – not just your next job. Look at what you have done and what you need to do in order to round out your experience and keep you competitive. Above all, keep the lines of communication open with us in the detailing shop. Let us help make those challenging, career enhancing jobs a reality.

Join the Public Affairs Team: The Public Affairs community is looking for high quality naval officers

who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever as we strive to garner greater public understanding and support, and inform our Navy people on the issues affecting their careers and families.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in October 2001 with applications due to PERS-811, 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers CDR Gordon Hume or LCDR Chris Sims at (901) 874-4023 or DSN 882-4023, or e-mail LCDR Sims at p448b@persnet.navy.mil to informally explore career options. □

★ METOC {PERS-449}

DSN 882-4109/4110, Comm (901) 874-4109/4110; Fax: (901) 874-2711



Opportunities: The Meteorology and Oceanography (METOC) community is full of opportunity for challenging assignments, professional growth, promotion, and adventure. This issue is focused on opportunities awaiting current and future METOC Officers at sea, overseas, in command, and in graduate education.

Sea Duty: Afloat duty as a METOC Officer is a critical step in the professional progression of METOC officers. The operational time spent at sea allows the RL officer to experience the variety of battlespace environments. Your afloat experience provides immediate, and sometimes dramatic, feedback on the various ways that forces of nature

affect platforms, sensors and weapon systems. The only valid path leading to an understanding of warfighter METOC requirements is through personal operational experience on the bridge of ships, in CICs, on flight decks, in submarines, in aircraft and in landing zones. Sea duty experience is critical to sustain the relevancy of our community and to continue providing innovative, quality products that enhance safety and optimize warfighter effectiveness. In our sea going billets we provide direct support to Fleet CINCs, Battle Group Commanders, Destroyer Squadron Commodores, Carrier COs, CAGs, Combatant COs, Amphibious COs, SEALs, and Marines. Sea duty is not just a "check in the block" for a promotion board; it is the heart and soul of the value we add to the Navy.

As a METOC Officer, you have opportunity to serve in four different types of sea duty: Mobile Environmental Teams (METs) in Jacksonville, Pensacola, Norfolk, Pearl Harbor, Rota, San Diego, Yokosuka and Whidbey Island, provide "on-site" support directly to ships, aviation squadrons, submarines, SOC forces, Coast Guard units and more. METs provide METOC support anytime, anywhere. They are not tied to any one platform and are used in a wide range of roles throughout the world. METs are the primary afloat opportunities for O-3s and below. We currently have 19 MET officer billets.

- OA Division Officers serve on five classes of ships: MCS, LHA, LHD, CV and CVN. The METOC officers on all of these platforms have the same title but perform completely different duties. OA Division Officer billets are 0047/49 P-coded O-4 assignments. On an MCS, the METOC officer supports Mine Warfare and all of the challenging littoral requirements found there. Working with the Naval Oceanographic Office frequently, this officer is challenged by the unique requirements of Mine Warfare. On LHA/LHDs the METOC officer supports Amphibious Warfare, aviation missions, SOC operations and Marines. This can be a very challenging position working in the littoral region and providing support to so many different warfare areas. Additionally, this officer provides support to the PHIBRON Commander when embarked. On CV/CVN's the METOC officer supports the carrier CO and embarked staffs and squadrons. The carrier METOC officer is the head forecaster. Although they are called division officers, they have much more encompassing duties than the title indicates. Each

is directly responsible to the CO for environmental safety at sea and optimization of the carrier's effectiveness. Additionally, they routinely qualify and stand operational watches at sea along with their URL counterparts. We have 26 OA division officer billets.

- METOC afloat staff officers are found on Cruiser-Destroyer, Carrier Group, and Amphibious Group Staffs. This billet requires a 0047/49 P-coded O-4. This METOC officer is directly responsible to the Commander for all environmental issues within his AOR. The afloat staff officer coordinates all direct support to assigned ships and elements to include support in joint and combined exercises/real-world contingencies. We have 14 afloat staff officer billets.

- Numbered Fleet Staff METOC officers provide direct operational support to these three-star staffs. From supporting exercises to real world conflicts, these 0047/49 P-coded O-5s are involved at the top of the operational realm. All afloat METOC support in the Numbered Fleet AOR is coordinated through this officer. We have five Fleet Staff officer billets.

Overseas Duty: Nearly one third of the METOC Community's billets are located overseas and represent many of the most challenging and rewarding assignments available. The METOC Community's overseas billets include senior staffs ashore and afloat, NAVMETOCCOM Centers, Facilities and Detachments, research and development activities, PEP billets and billets embarked in Forward Deployed Naval Forces (FDNF).

METOC Duty in WESTPAC can be a wonderful experience that you will treasure for the rest of your life. From the personal perspective, you will have an opportunity to visit some of the most interesting and beautiful countries in Asia and Western Pacific. Duty in WESTPAC also provides numerous opportunities to travel throughout Asia and Australia, both on Space-A and commercial airlines. Hops to the States are also easy due to the ready availability of AMC flights. You also qualify for a substantial cost of living allowance and overseas housing allowance. Job opportunities for spouses are also numerous and income from off-base employment is generally free of federal income tax.

Providing METOC support to COMSEVENTHFLT is always exciting and challenging. Add this diversity

to an average of 34 tropical cyclones in NWPAC each year, real world operations around Korea, China and other hot spots in Asia. and you have the makings of a highly challenging and rewarding professional tour.

Japan: The largest number of WESTPAC METOC billets are in Japan. There are 20 billets at the regional METOC Center and MET in Yokosuka. Other billets in Yokosuka include the Staff Oceanographer billet at COMSUBGRU SEVEN and afloat billets with COMSEVENTHFLT, COMCARGRU FIVE, and USS KITTY HAWK (CV 63). There are several terrific O-3 OIC billets at NAS Atsugi, Kadena AFB and Misawa AFB. On Kyushu, Japan's Western-most island, USS ESSEX is homeported in Sasebo, a beautiful small town facing the East China Sea. With over 30 billets in Japan, there is ample opportunity for you to experience an adventurous tour of duty in exotic WESTPAC.

Korea: The LCDR staff oceanographer billet at COMNAVFORKOREA supports all Naval Forces in the Korean theater of operations and performs a wide variety of joint functions with the Air Force weather service in Korea. As the cornerstone of Naval METOC support in Korea, this billet is one of our most relevant METOC assignments due to the regional tension and potential for real world conflict.

Diego Garcia and Guam: The Staff oceanographer (O-3) billet on the COMNAVMAR staff is responsible for managing METOC support to Naval Forces on Guam and the surrounding islands and providing tropical weather expertise during typhoon season. The OIC billet on Diego Garcia supports air operations and the forward-deployed MSC ships assigned to this important logistics station. Assignment to Diego Garcia is a one year unaccompanied tour for an O-3.

Bahrain: The center has three officer billets, an O-5 Commanding Officer, LCDR Executive Officer, and an O-3 Operations Officer. You will discover an outstanding quality of life in Bahrain, excellent housing and schools, substantial cost of living allowances, and opportunities to travel. Great QOL combined with the opportunity to live in a truly unique culture yields an extraordinary Navy adventure.

Hawaii: Hawaii has a very diverse mix of METOC

billets. The largest number of METOC billets (nine) found on Hawaii are at NPMOC Pearl Harbor/JTWC. NPMOC is ADDU to two area Flag officers and responsible to the growing local Fleet of submarines and surface ships. Other Oceanography billets in Hawaii include those on the USCINCPAC, CINCPACFLT and COMPATRECONFORPAC staffs. There is also an O-3 OIC billet at the Detachment in Kaneohe Bay that provides ASW support to COMPATRECONFORPAC.

METOC Duty in EUROPE: Overseas duty in Europe has much to offer both culturally and professionally. Europe offers a treasure trove of cultural diversity within easy reach of your duty station. Operations in the Mediterranean Sea littoral can be incredibly challenging due to rapidly changing weather conditions constrained and modified by complex geography and topography.

Germany: There are two METOC officer billets (one O5, one O4) in Germany located at the European Command (EUCOM) in Stuttgart. The MC&G billet is in the J-2 directorate and currently filled by an O-5. We hope to continue this practice, as this officer not only supports the EUCOM staff but also is the U.S. representative to NATO on GI&S issues. The other billet is in the J-3 directorate. This is a highly operational billet and works in surface operations supporting all Navy operations in the EUCOM theater.

Spain: There are 18 METOC officer billets at NEMOC and MET Rota. Typical center and MET manning are found at each. The center provides METOC support to the European Theater of Operations. Duty in Spain is highly sought and many officers request extensions and repeat tours.

Italy/Sicily: There are seven METOC officer billets in Italy. Including O-5 billets on the COMSIXTHFLT staff in Gaeta, SACLANT Center for Undersea Warfare in La Spezia, and CO of the METOC Facility in Naples, O-4 billets include XO of NEMOF Naples, OIC of NEMOD Sigonella, and Staff Meteorologist for AFSOUTH in Naples. Additionally, a new NEMOF Operations Officer O-3 billet has recently come on line.

United Kingdom: We have a unique afloat O-3 exchange billet in Devon, which supports the British Navy's Hydrography program. We also have an O-4

exchange billet in Northwood working in special weapons support. In London, we have O-5 billets on the CINCUSNAVEUR staff and at the ONR London office.

Greece: Our DET in Souda Bay Crete is led by an O-3 OIC. This billet is typically a one-year unaccompanied tour and offers a great opportunity for junior officer independent leadership!

Command: Opportunity for command is excellent in the METOC community at both the O-5 and O-6 level. Currently, command-screening opportunity is approximately 60 percent for O-5s and nearly 100 percent for O-6s. There are nine designated Captain commands, eight Commander commands and six Commander command-equivalent billets as delineated below:

CAPTAIN	COMMANDER
NAVOCEANO	NAVICECEN
FNMOC	NEMOF NAPLES
NAVOBSY	NLMOF JACKSONVILLE
NEMOC ROTA	NTMOF PENSACOLA
NLMOC NORFOLK	NPMOF WHIDBEY ISLAND
NPMOC SAN DIEGO	NCMOC BAHRAIN
NPMOC PEARL	NTTU KEESLER
NPMOC YOKOSUKA	NMOPDC GULFPORT MS
SPAWARS PMW-185	

COMMANDER COMMAND-EQUIVALENT
XO, NEMOC
XO, NLMOC
XO, NPMOC SAN DIEGO
XO, NPMOC PEARL HARBOR
XO, NPMOC YOKOSUKA
DEPUTY SUPERINTENDENT, NAVOBSY

Screening of all Captains and Commanders occurs during a three-year cycle that begins with their selection for promotion to that rank. Each Promotion Year Group (PYG) has a command-screen quota in order to maintain a balanced opportunity to screen. The quotas are based on command requirements, generally calculated by dividing the number of available commands and command equivalents by the average command tour length. Specific quotas are defined in the precept of each command screen board. Most of these quotas are filled during the first year of the cycle. However, quotas are generally

retained for the second and third years to ensure recognition of superior performance after the first look. A letter from the Chief of Naval Personnel notifies command-screened officers. These officers are rescreened annually to ensure continued eligibility for command. Officers may be "de-screened" by board action, or if the officer declines a command opportunity.

Graduate Education: All career METOC Officers receive a master's level education at the 5-12 year point of naval service. Annually, 15-18 METOC Officers are enrolled at the Naval Postgraduate School (NPS) in a 27-month program leading to a master's degree in Meteorology and Physical Oceanography. Our commitment to the program at NPS helps maintain its prominence as one of the best METOC curricula in the nation. We are exploring variations to the standard program to allow select officers an opportunity to pursue dual degrees in METOC and Computer Science or Information Technology Management. It is also possible to complete JPME Phase 1 while at NPS.

Our community also fills 25 percent of the Navy's doctoral coded billets. This equates to excellent opportunity for select METOC Officers to pursue a Ph.D. in either Meteorology or Oceanography. Typically, one officer per year enrolls in the Ph.D. program at NPS.

Lateral Transfer Opportunities: Do the opportunities described above appeal to you? If so, please consider lateral transfer to the METOC community. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply via the Lateral Transfer/Redesignation process in accordance with MILPERSMAN Article 1212-010 (<http://www.bupers.navy.mil/cdrom/>). Selection for redesignation is accomplished through the Lateral Transfer/Redesignation Board held twice per year, normally in April and October. Redesignation to the 1800 designator is currently open to YG93 and junior. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred but not required
- Minimum 2.2 overall GPA

- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

On average we bring in 10-15 officers per year. Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be in to PERS-811 NLT 60 days prior to the board. PERS-811 homepage (<http://www.bupers.navy.mil/pers8/p81/p811/pers-811.htm#trsb>) has the most up to date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

If you are interested, please call us, talk to the METOC Officer on your ship or Battle Group Staff, or contact the local METOC activity (see homepage below) in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

Detailer's METOC Community Homepage: Check out the changes to our homepage! New to the page is the recently overhauled "METOC Job Marketplace." This interactive job search tool will be invaluable for researching your next assignment. We are advertising billets opening 12-18 months out on the list to generate early interest. The list represents billets within a reasonable detailing window of time. If you desire, you can also view all billets and their current status by billet rank and PRD through the METOC Job Search tool linked to the page. Come visit us at <http://www.persnet.navy.mil/pers449>. As always, we seek your feedback to make our web page the best possible career-planning tool. □

Perspective Magazine On-line

Perspective Magazine can be accessed on-line at the NPC/BUPERS Web site at <http://www.bupers.navy.mil/periodicals>.

★ Cryptology {PERS-4410}



**DSN 882-4079, Comm (901)
874-4079; Fax: (901) 874-2739**

CRYPTOLOGIC LDO/CWO COMMUNITY - Our Limited Duty Officers and Chief Warrant Officers serve a vital role in day-to-day Fleet and shore operations as our technical managers and technical specialists, respectively. Each of these communities offer a distinct career path:

LDOs provide unparalleled experience and are assigned to nearly every type of duty within our community. First tour LDOs should anticipate a DIRSUP assignment either in FIWC or NSGA commands. Currently there are no LDO PCS afloat billets, though we continue to fill critical 1610 and CWO afloat gaps with our LDOs. 644X officers can also expect to serve in a variety of CO/XO/OIC leadership assignments and major staff duty.

Most CWOs should expect PCS afloat duty on their first tour. It is important to remember 744X CWOs and 644X LDOs compete for promotion with all CWO and LDOs Navy-wide. Subsequent 744X assignment opportunities include major staff, Defense Courier Service OIC, FIWC DIRSUP, NSGA flight duty, and Attaché OPSCO billets. 744X CWO promotion selection rates improved from 62 percent to 84 percent for CWO2 to CWO3 in FY01, and are expected to improve further in FY02. Promotion board feedback indicates those 744X CWOs with demonstrated superior performance both afloat and ashore compete well Navy-wide for promotion.

A well-balanced career path and sustained superior performance provide our LDOs and CWOs with the greatest promotion opportunity. Multiple tours within the same geographic area are advisable only when the tours are diverse and upwardly mobile.

Cryptologic LDO/CWO assignment opportunities can be found in our Cryptologic Officer Listing (COL), Job Marketplace, and LDO/CWO billet list all available on the cryptologic officer detailing website: <http://www.persnet.navy.mil/pers4410/index.html>. □

★ Intelligence

{PERS-4411}

DSN 882-3993, Comm (901) 874-3993; Fax: (901) 874-2676



Attaché Duty = Overseas Duty & Joint Duty: Attache duty is 100 percent overseas duty and 100 percent Joint duty (JD1) credit! Each Attache is assigned to the USDAO in the American Embassy located in the capital city of the host country. The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the service of the United States. It is for the officer who thrives on challenge and change - one with superior intellect, professionalism, and integrity. The DAS is for officers who want to expand their horizons and utilize skills built during their naval career.

The application and selection process for Attaché duty is extensive, so it is important to talk to the Attaché Placement Officer and your detailer not less than a year prior to your PRD. For answers to Frequently Asked Questions about Attaché duty and for the latest in available Attaché assignments, search the BUPERS home page at www.persnet.navy.mil/detailers/pers44/pers4411/, or contact CDR Doug Fenske at DSN 882-3993, COMM 901-874-3993.

Attaché Assignments (UPDATED 30JAN01):

Trng/On-Sta	Country	Billet	Tour	Grade	Desig
ASAP/0106	JAMAICA	DATT	36	O-5	1000
ASAP/0107	INDIA	ANATT	36	O-4	1050
ASAP/0106	PANAMA	NATT	36	O-4	1630
0104/0207	IVORY COAST	NATT	36	O-5	1310
0108/0308	TURKEY	NATT	36	O-6	1310
0108/0308	SAUDI ARABIA	NATT	24	O-5	1310
0108/0211	BRAZIL	NATT	36	O-6	1050
0201/0307	TUNISIA	NATT	36	O-5	1000
0201/0405	QATAR	DATT	24	O-5	1050
0201/0209	PAKISTAN	NATT	36	O-6	1310
0204/0210	NORWAY	OPSCO	36	CWO	7440
0204/0311	UKRAINE	NATT	24	O-5	1310
0204/0401	ISRAEL	ANATT	36	O-4	1630
0204/0405	HONG KONG	DATT	36	O-6	1050
0206/0309	MADAGASCAR	DATT	24	O-5	1050

0206/0212	JAPAN	OPSCO	36	CWO	7440
0208/0407	CHINA	NATT	36	O-6	1050
0208/0310	PHILIPPINES	NATT	24	O-6	1310
0208/0312	VENEZUELA	NATT	36	O-6	1000
0208/0401	ROMANIA	NATT	24	O-5	1000
0208/0406	GREECE	DATT	36	O-6	1000
0208/0407	ISRAEL	NATT	36	O-5	1050
0208/0407	JAPAN	DATT	36	O-6	1050
0208/0401	PERU	DATT	24	O-6	1050
0208/0310	SOUTH AFRICA	NATT	36	O-6	1050
0208/0403	THAILAND	NATT	36	O-6	1310

★ Supply Corps

{PERS-4412}

DSN 882-4611, Comm (901) 874-4611; Fax: (901) 874-2684



Ordnance – a career in the Supply Corps? Yes, the United States Navy Supply Corps has officially assumed the responsibility of managing the \$33 billion dollar non-nuclear ordnance stockpile. The Naval Ammunition Logistics Center located in Mechanicsburg, PA has six positions for Supply Corps Officers: (O-6) Commanding Officer, an (O-5) Executive Officer, one (O-5) Inventory Accuracy Officer, and one (O-5) Retail Ordnance Reporting Systems Officer, an (O-4) Operations Officer, and a (O-4) Deputy Information Systems Officer. Current planning for the Supply Corps will include adding 26 other ordnance logistics billets which will transfer from the 1140 Special Operations Expendable Ordnance Management (EOM) community within the next one to three years. The positions will include Supply Corps Officers serving in billets in senior positions on the OPNAV and Fleet CINC staffs, and other senior management and officer in charge positions at major weapon stations and other ordnance support activities. If you would like to find out more about ordnance, take time to read the NOV/DEC 1998 and the NOV/DEC 2000 Navy Supply Corps Newsletters, which feature articles on Naval Ordnance. You may also visit the NALC webpage at www.nalc.navy.mil. Specific questions can be directed to LCDR Mike Taylor at (717) 605-4861, DSN 430-4861 or by email at taylorml@nalc.navy.mil. □

★ Civil Engineer Corps {PERS-4413}

**DSN 882-4032, Comm (901) 874-4032;
Fax: (901) 874-2681**



CEC Recruiting Assistance Needed. We have made great strides in improving our accessions program over the last couple of years but we still need every CEC officer's help in getting the word out about what great career opportunities we offer. Recent efforts to improve recruiting include the production of a new CEC video, establishing the CEC Blue and Gold recruiting teams, and establishment of an outstanding recruiting web site (www.cec.navy.mil). The detail office has copies of the video as well as other recruiting aids available to any officer interested in augmenting our recruiting efforts at colleges and high schools. If you are interested in helping out please contact P-4413D at (901) 874-4034.

Electronic Publishing - The Future is Now. With the recent electronic distribution of the State of the Civil Engineer Corps document, the CEC took another step towards becoming a "paperless" community. In the future, key community documents like the Bi-weekly and the P-1 will be published electronically. Ensure that the detail office has a current email address for you so that you won't miss important information. Submit email addresses to p4413s@persnet.navy.mil.

Professional Registration. Registration as a professional engineer (PE) or registered architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional workforce you will lead are registered. Your assignment options may be limited without registration. Lastly, registration is a determining factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program instruction (NAVINST 1520.8D), outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, tuition assistance will fund up to 75 percent of the cost of a PE review

course. Check with your local Navy Campus for details.

If your registration (PE, RA, or Engineer-in-Training) is not shown on your record, fax a copy of your certificate to your detailer at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels. Over 70 percent of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Nearly all LCDR and junior CEC billets are acquisition coded, which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

- As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to BUPERS 4413D at DSN 882-2681 or (901) 874-2681.
- If you are a LCDR or senior and Level II or III certified, apply for Acquisition Professional.

Community membership. The board meets semi-annually to consider officers for membership. The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Submit Your Duty Preferences. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

Warfare Qualified Line Officers Wanted. The Civil

Engineer Corps has numerous openings for officers who are seeking new challenges. Boards meet twice a year in April and October, to consider officers for redesignation. Each board will select 15-20 qualified officers. MILPERSMAN 1212-010 provides application guidelines. Applications must be received by Navy Personnel Command (PERS-811) at least 75 calendar days before the board meets. Interested officers should meet the following criteria:

- Highly motivated warfare qualified officers with strong performance provide optimum qualifications for CEC. Any designator is eligible.
- Accredited engineering or architecture degree.
- Engineer-in-Training/Fundamentals of Engineering certificate is desirable but not required.
- Officers must have completed two years of active commissioned service.

Contact P-4413D at (901) 874-4034 for more information.

CEC Detailer Office Home Page is a great source of up to date career information. Visit our web site at: www.bupers.navy.mil/pers4413 □

★ **Chaplain Corps**
{PERS-4414}
DSN 882-3996, Comm (901)
874-3996; Fax: (901) 874-2685



By now, you're getting the "drift." I could philosophize further re how I see this job, but I will simply say every Chaplain billet, including shore assignments, is important and essential to the mission of the Navy Chaplain Corps. My advice to every Chaplain prior to contacting the detailers is nothing new.

1. Make your next assignment a matter of careful prayer and thoughtful concern.
2. Keep your preference card updated.
3. Ask for the hard jobs.
4. Have confidence, or faith, in the detailing process.

If there is one thing I've learned through the years as a Chaplain, it's not to limit the duty station options either for myself or the detailer. We can back ourselves into a corner by getting into financial hardships, giving credence to rumors about "bad" schools in a certain area, placing too much emphasis on seasonal weather (Great Lakes is great!), or lacking the vision to see every billet as "career-enhancing." Stay flexible, optimistic and opportunistic as the detailer presents you with a number of choice assignment options.

Telephone and email lines continue to remain open. Communicate your needs, wants and willingness to serve. CDR McGeory and I consider it a privilege to serve you. □

★ **Medical {PERS-4415}**

DSN: 882-xxxx
Medical Corps: (901) 874-4121/4119
MSC: (901) 874-4051/4052
Dental Corps: (901) 874-4043
Nurse Corps: (901) 874-4116/4562
Medical Placement: (901) 874-4095/4114; Fax:
(901) 874-2682/2680
<http://www.persnet.navy.mil/pers4415/index.html>



Nurse Corps

Distribution of Nurse Corps Officers. We'd like to

"Captain Bob Burt, CHC Detailer.....arriving." My philosophy for detailing:

1. There's no such thing as "bad" sea duty.
2. Every shore billet has been established and is maintained to support sea-going billets.
3. Words describing your present location or desire for the near-future should include: "underway," "afloat," "doing a pump," "deployed," "left the pier," "shifted colors," "work-ups," "holy helo," "unrepping," "picnicking on a steel beach," "port visit," "ship-riding," "at periscope depth," or other words or phrases that immediately translate into salt air scenarios.

take a few minutes to explain why you sometimes are not allowed to take an assignment at a facility where you know there is a vacant billet for a nurse of your rank. Several things come into play. One is the Fair-Share Distribution Plan for Generalist Nurses and another is the Navy Manning Plan for Officers (NMPO).

Fair-Share Distribution Plan for Generalist Nurses. Although we currently have approximately the correct total number of Nurse Corps officers on active duty (as this article is written we are projecting to be about 35 nurses short at the end of the fiscal year), the nurses are not ideally distributed across the different ranks. Most noticeably, we are understaffed in the LT and LCDR grades and over-staffed in the ENS and LTJG grades. Further compounding the problem is that many LTs and LCDRs are in DUINS or are specialists (e.g., nurse anesthetists/practitioners/midwives, perioperative nurses, or ETMS/MPTA specialists) and are therefore not available for assignment as general nurses. This is why we often place ENSs in LTJG billets, LTJGs in LT billets and LTs in LCDR billets.

Annually, we determine the percentage, by rank, of general nurses who are available (e.g., not in DUINS, recruiting, a one nurse location, small overseas facility) for assignment at our treatment facilities. For example, a command should only have approximately 20 percent LTJGs, 33 percent LTs, 10 percent LCDRs, etc. For this purpose, we consider a general nurse to be any nurse who is not a nurse anesthetist/practitioner/midwife, perioperative nurse or EMTS/MPTA specialist. We then detail general nurses in accordance with that "fair share by rank" distribution (called the Fair-Share Distribution Plan for Generalist Nurses). In other words, although the billet may be coded for your rank, we will not assign you there if doing so will give that facility more than its fair share of generalist nurses of your rank. □

Medical Placement

Many of you, particularly officers without manpower experience, probably don't know that the officer distribution process is a team effort using both Assignment Officers (detailers) and Placement Officers. Most of us have dealt with our detailers, but few know or understand the function of the

Placement Officer. The Placement section at PERS-4415 is comprised of a Section Head and five Placement Officers. Placement Officers are responsible to commands for ensuring authorized billets are filled with qualified people. The Placement Officer, acting as an extension of each Commanding Officer's staff, should understand the command's unique issues and reviews each proposed set of orders to verify that qualified people are ordered to fill authorized billets. PCS orders for individuals are "proposed" by detailers to the cognizant Placement Officer for approval. If a proposal doesn't meet the needs of the command, the Placement Officer and the detailer discuss the issue. The Placement Officer works with commands' manpower departments to review and improve billet files – a challenging undertaking some days, particularly since the inception of the component UIC program and with multiple commands reorganizing their billet files to align with new visions or missions. Product line management is just one example of these new vision or mission reorganization efforts. The Placement Officer works with BUMED and commands to ensure fair distribution of critically undermanned specialties and to review system wide trends with regard to when and where manning problems may occur.

Fundamentally, individuals call detailers about "personal" needs and COs, XO's, OICs, Directors, and Department Heads call Placement Officers about "personnel" needs. Each Placement Officer is assigned responsibility for commands within a geographic region and work as a team member with the other Placement Officers to balance manpower assets throughout Navy Medicine. If you aren't using your extended staff – the Placement Officer – then you're not taking advantage of this team's ability to place assets where they are most critically needed. They work as your advocate. To find out more about Medical Placement or to find out who the Placement Officer is for your command, call and ask your manpower officer or visit our web page at http://www.persnet.navy.mil/pers4415/placement_officers.htm □



Dental Corps

Training in the Naval Dental Corps: Training

opportunities in the Navy Dental Corps continue to abound. These include the following: General Practice Residency (GPR) and Advanced Education in General Dentistry (AEGD) programs for our new graduates; Advanced Clinical Programs in General Dentistry and Exodontia; Residencies in all the Specialties of Dentistry.

The National Naval Dental Center (NNDC), Bethesda, MD continues to be recognized as one of the premier training facilities worldwide. Currently our NNDC offers residencies in all specialties, except for Orthodontics, Pediatric Dentistry and Operative, which are offered at selected civilian institutions.

Acceptance into a residency continues to be very competitive. This is a testimony to the caliber of dental officers entering the Navy. Although the percentages of officers accepted into the programs have slightly increased in the last few years, there is still a limited number of residency positions that the Navy Dental Corps is able to offer. The successful applicants recognize there are specific qualifiers that enhance their ability to get accepted into their residency of choice. These include, but are not limited to:

1. A strong Navy record including a variety of assignments, operational tours, and fitness reports where you "break out from the pack."
2. A GPA from dental school that is competitive with that of your peers.
3. Your application package including your Letters of Recommendation and your Statement of Motivation.
4. Your exposure to the desired specialty. This includes rotations, attending Study Club meetings, completing correspondence courses, and attending the annual CE course.

As detailers, we stand-by to assist you in your career planning and will do what we can to help maximize your potential of getting picked up for the residency of your choice. □

Medical Corps

In this issue of perspective, the Medical Corps detailers thought we would pass along to our con-

stituents the top ten pearls of wisdom for you to consider when you are up for orders and interacting with your detailers.

1. Start early. Please contact us when you are 12 months out from your next assignment.
2. Service members who are currently in operational and overseas assignments receive first priority for assignments over those coming out of residency or negotiating a CONUS move.
3. Provide us with as much information about yourself as possible.
4. If you are going overseas, start your overseas screening early and don't forget to apply for civilian passports.
5. One year prior to your selection board, order your microfiche and review your service record. Send missing documents according to the instructions on the selection board web page www.persnet.navy.mil. Contact your detailer to review your record four to six months before the boards to ensure all documents were properly entered.
6. Extensions are not automatic and are only granted for the good of Navy Medicine.
7. The Medical Corps detailers work very well together and keep each other informed. They sit in open cubicles separated by only a few feet. It is easy for them to discuss constituent issues.
8. If you would like to be a recorder or member on a promotion board, let your detailer know. If there is an opening and you fit the stated criteria, you may be selected.
9. Operational jobs are unique to Navy Medicine and an interesting change of pace.
10. With credit to Mick Jagger, you can't always get what you want, but a positive attitude and an adventurous spirit can make each assignment the best you've ever had.

Your Medical Corps Detailers:

Captain Sandra Yerkes, p4415m@persnet.navy.mil (Surgical Specialties and Executive Medicine)
CDR Terry Puckett, p4415r@persnet.navy.mil (Operational assignments)
CDR Craig Mallak, p4415n@persnet.navy.mil (Non-Surgical Specialties)
LCDR Cora Rogers, p4415u@persnet.navy.mil (GMO and Family Practice)
LT Donna Jefcoat, p4415p@persnet.navy.mil (Medical School, Residency and Fellowship Training Assignments) □



Medical Service Corps

Important O-3 Selection Board Information All LTJGs please note that the FY-02 LT board convenes on 14 May 2001. If you came on active duty within one year of the convening date of the board (on or after 14 May 2000), you may request to defer consideration by the FY-02 LT board. If a request is not made, this promotion board WILL AUTOMATICALLY CONSIDER you. Please note this is a policy change that may be different from the statement on your orders and information passed at OIS. We are working on inserting the new information into all sets of commissioning orders for LTJGs. If you have any questions, please contact your MSC Detailer or LCDR Sill at PERS-85M, Staff Corps Selection Boards at 901-874-4524/DSN 882-4524.

Release from Active Duty, Retirement, or Resignation Time-lines Remember that any release from active duty (RAD), resignation, or retirement request must be received by the appropriate office here at NPC (RADs & resignations—PERS-813, Retirements—PERS-822) at least nine months but not more than 12 months prior to the month that the action is desired. Please contact your MSC detailer for more information. □

★ JAG Corps {PERS-4416}

**DSN 882-4085, Comm (901) 874-4085;
Fax: (901) 874-2679**



An important part of a judge advocate's professional development is continuing your legal education by obtaining a Master's of Law (LL.M.) degree as well as being assigned a subspecialty or "P code." A valuable alternative to this is to receive a Master's of Arts in National Security and Strategic Studies from the Naval War College.

Every year 15 and 18 judge advocates obtain an LL.M. from either a Navy-sponsored program at a civilian institution or The Judge Advocate General's School, U.S. Army (TJAGSA) in Charlottesville, Va. These competitive and challenging positions are an impor-

tant part of a Judge Advocate's professional development. In FY 2001, the JAG Corps has 12 quotas for civilian institutions and five quotas at TJAGSA. Similar quota availability is expected in FY 2002.

If selected for postgraduate education at a civilian institution, judge advocates have the opportunity to obtain an LL.M. in the following subspecialties: Environmental Law, International/Oceans Law, Health Care Law, Tax Law and Advanced Trial Advocacy (TRIAD). Officers incur a three-year obligation for their one year of funded post-graduate education. Additionally, an officer should expect to perform a utilization or "pay-back" tour within two tours after completing their degree.

The prerequisite for a funded LL.M. is selection by the Postgraduate Education Selection Board. This board meets every year in May. Any augmented Judge Advocate, who has not yet been selected or non-selected for commander, is eligible to apply. All interested candidates must forward a completed application to PERS 4416B no later than 1 May. Overall guidance regarding the program, as well as a description of the application requirements, can be found in JAGINST 1520.1.

The Graduate Course at TJAGSA is accredited by the American Bar Association and prepares experienced attorneys for supervisory duties and other positions of increased responsibility. Students who successfully complete the program are awarded a LL.M. in Military Law. The Graduate Course covers a full resident academic year, commencing the last week of August and running through May. The fall semester includes core courses required for all students. Core courses consist of 20 credit hours in the following areas: Criminal Law, Administrative and Civil Law, International and Operational Law, Government Contract Law, Leadership and Management, and Professional Writing. The winter semester consists primarily of 13 credit hours of electives. Students may select from approximately 40 electives offered by TJAGSA's four academic departments. Additionally, TJAGSA offers an optional specialization program in conjunction with the LL.M. Students may specialize in Contract and Fiscal Law, International and Operational Law, Criminal Law or Administrative and Civil Law.

Each year, the JAG Corps also has quotas for the Naval War College Junior and Senior Officer

courses. The Naval War College offers courses of study leading to a Master's of Arts in National Security and Strategic Studies. The 10-month program is based on three core courses of study: Strategy and Policy, National Security Decision Making, and Joint Military Operations. Courses in each of these areas provide depth and perspective to the study of conflict, its causes, and resolutions. The Naval War College is the only War College in the United States accredited to confer a graduate degree for a one-year course of instruction.

If you have any questions about any of these issues, contact CDR Jeff Horwitz, JAGC, USN at DSN 874-4082 or commercial (901) 874-4082, or email him at P4416b@persnet.navy.mil. □

★ **TAR {PERS-4417}**
Training and Administration of Reserves
DSN 882-4062, Comm (901) 874-4062;
Fax: (901) 874-2676

What are "TAR's" TAR officers are career active duty Naval officers responsible for maintaining the Naval Reserve in a high state of readiness. They work with Selected Reservists assigned to ships, aircraft squadrons, shore and support force units.

A TAR Warfare officer career path includes a balance of operational and Reserve management assignments. TAR Fleet Support officers focus on one of three specialties: Information Technology; Finance; or Manpower, Personnel & Training. There are some 1,300 officer billets dedicated to full-time support of the Naval Reserve located at Naval Reserve field activities throughout the United States, as well as on major Navy staffs afloat and ashore.

The smaller community, diverse assignments and opportunity for early command while still remaining competitive in your warfare/designator specialty make the TAR community a unique and excellent opportunity to continue your Navy career.

Interested in becoming a TAR? Do you know someone who would be a good candidate? The next TAR Transfer and Redesignation Board convenes 21 May 2001. The community is looking for top performing officers from 1110/1115, 1120/1125, 1130/1135, 1140/1145, 1310/1315, 1320/1325, 1520/1525,

3100/3105 and 1630/1635 designators. Officers on active duty and Selected Reserve officers are eligible to apply. Eligibility criteria and application procedures are published by NAVADMIN message and posted on the PERS-4417 Web Page: <http://www.persnet.navy.mil/pers44/pers4417> For more information call the TAR Detailers at (901) 874-4062/63/64, DSN 882-4062/63/64.

WHY BECOME A TAR INTELLIGENCE OFFICER?

I've been given two paragraphs to tell you everything about the TAR Intelligence Program. Impossible! What I can do is answer some of the questions I had before I became a TAR. For instance, "What does 'TAR' stand for?" Training and Administration of Reserve. "And that means what?" It means you are an intelligence professional responsible for recruiting officer and enlisted reservists into the intelligence field. You ensure they are sufficiently trained to support the active component in both peacetime and crisis. You make the Naval Reserve Intelligence Command relevant through your ability to manage and lead. You are involved with resource planning, policy, and procurement. You perform these functions as an Officer In Charge, a Reserve Liaison Officer (RLO), a Department Head, and a Staff Officer. You could be assigned to nearly any of the major Joint and/or Navy commands with an intelligence support function. You will serve in any one of 14 Reserve Intelligence Areas spread across the United States.

If you're like me, any time I make an investment, whether it's with my family, in my career, the stock market, or even a new car, I make sure to do my research and invest with due diligence. I expect if you are interested in or considering applying for redesignation to TAR, you would do the same. If you are Year Group 95 or junior and have more questions, please seek out the RLO in your command. You can also call CDR Doug Fenske at PERS- 4411C, DSN: 882-3993, Coml: (901) 874-3993. □

★ **Fleet Support {PERS-4419}**
DSN 882-4054, Comm (901) 874-4054;
Fax: (901) 874-2676

Boards. Commander and Lieutenant Commander boards are on the horizon. Don't wait until the 11th

hour to submit updates to your record. By now you should have submitted a recent photo, reviewed your OSR/PSR and sent in corrections for errors found. The previous issue of the Perspective is an excellent source for 'how to' and 'point of contact' information.

Naval Postgraduate School. If you desire to attend Naval Postgraduate School in the next fiscal year, FY02, please send a memorandum to the FSO Head Detailer. List your top three curriculum choices (include course number) and APC code. Include a brief statement as to how you attending NPS will benefit the Navy. Please read the instruction and understand that you will incur obligated service.

Jobs. We are detailing by billet priority. If you are interested, please contact us as soon as possible:

CRUITRACMD INDOC TRA CDR Great Lakes 0105

AIR WAR COLLEGE	CDR	Maxwell AFB	0107
ARMY WAR COLLEGE	LCDR	FT Lvnwth	0106
CRUITRACMD ADMIN	LCDR	Great Lakes	0105
PSD OKINAWA OIC	LT	Kadena	now
PSD NS GUAM OIC	LT	Agana	now
NRD DALLAS EPO	LT	Dallas	0106
NRD MICHIGAN EPO	LT	Detroit	0107
NRD S FRANCISCOEPO	LT	Oakland	0201
NRD BUFFALO NY EPO	LT	Buffalo	0201

Communications. We are here to assist you in anyway possible. To help us in answering voice mail, please state your name clearly and repeat the phone number. Please include your first name in e-mail. I know that these requests may sound trivial but it will enhance the response time for all concerned. If you call or send an email to someone who has been serving on a selection board, please allow extra time for them to get back to you. □

★ LDO/CWO Picture - "Mustang News"

{N131L}: DSN 223-2309, Comm (703) 693-2309; Fax (703) 614-1189



By the time that this article is published the total number of new LDO/CWOs selected by the FY-02 In-Service Procurement Board should also be published. Although the total numbers are lower than the last couple of years, it is by no means bad news. The average of the last 10 years selection numbers are within single digits of this year's quota plan. The LDO/CWO community is healthy with a promotion opportunity increase of 5 percent in all LDO control grades, as well as for W-3 and W-4. These are solid indicators that the community is close to "steady state" to meet the current and future requirements of the Navy.

The Senior LDO Leadership has scheduled a conference to discuss the possibility of restructuring the LDO/CWO Community to meet the future needs of the Navy. Additional discussions will address possible billet changes that would allow all LDOs and CWOs the opportunity for possible assignment to progressively challenging billets that in the past have not been available. This initiative will hopefully clearly define a normal career path to captain and CWO4.

Skill guidance is included when the needs of the Navy require either a minimum or maximum of officers with a particular skill in a competitive category. Skill guidance as a matter of policy is only included for those officers in zone, not above or below. It is considered a recommendation not a mandatory requirement., Additional information on this subject can be found in the "Career Issue" of Perspective.

In the past, due to pay considerations, it was recommended that chief warrant officers not accept permanent status as limited duty officers and remain as a permanent CWO. Because the pay difference has evaporated and it is now recommended that chief warrant officer's accept permanent LDO status. If you are a permanent CWO/ temporary LDO and previously declined your permanent appointment and would like to be reconsidered, submit a request via your commanding officer to PERS-811. □

CDR John G. Fahling USN

Navy Personnel Command Directory

For E-mail address, replace xxx with listed PERS-Code:

Example: to E-mail the Submarine Junior Officer Shore Detailer(PERS-421c): p421c@persnet.navy.mil

For Commercial Phone Numbers add:

pxxx@persnet.navy.mil
 (901) 874-XXXX for DSN 882
 (703) 614-XXXX for DSN 224
 (703) 693-XXXX for DSN 223
 (301) 757-XXXX for DSN 757
 (202) 433-XXXX for DSN 288
 (703) 695-XXXX for DSN 225

PERS-Code	Position	Incumbent	DSN
Perspective and LINK Magazines			
051	Managing Editor, Perspective and LINK Magazines	Michael McLellan	882-4135
051A	Editor, LINK Magazine	JO1 Pearson	882-4136
NPC Access/IVR and NPC Home Page Technical Support			
	PERSNET Help Desk		882-4717
1023	NPC Web Site Technical Support	DP1 Bostic	882-3496
Personnel Policy Advisors			
N130F	Personnel Exchange Program (PEP) Advisor	LT Wright	224-5393
447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837
00W/	Special Assistant for Women's Policy	CAPT Long	225-9385
N13WW			
N123J	Joint Policy Advisor	LCDR Grace	225-3616
45J	Director, Joint Officer Management	LCDR King	882-4217
45J1	JPME Phase II Quota Control	LCDR Greife	882-4218
N123C	TAD/Joint Operations Assignments Advisor	CDR Kroft	225-3748
N123C1	TAD Assistant	PNC(AW) Drew	224-1012
61	Director, Professional Relationships Division	CDR Braddock	882-4271
612	Equal Opportunity/CMEO Advisor	TMCS McGhee	882-4274
613	Sexual Harassment/Fraternalization Advisor	LT May	882-4283
00J	Special Assistant for Minority Affairs	CAPT R. Ford	225-2897
00J1	Navy Affirmative Action Plans Advisor	LCDR Castillo	224-2008
00J2	Minority Affairs Liaison Officer	LCDR Castillo	224-2008
00J3	Minority Affairs Liaison Officer	LT Chandler	225-2824
662F	Exceptional Family Member Program	LCDR France	882-2510
Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support			
311	Customer Service		882-3313/3315/3316
311	Branch Head	LCDR Harper	882-3309
311	FITREP/Eval Support, FITREP/ Eval Selection Board Support	Doug Warf	882-3313
312G	Officer Data Card (ODC) Support	Karen Stanton	882-3350
313D	Microfiche & PSR/OSR Fax Ordering	Customer Service	882-3415 882-2664
32B	Selection Board Support	LT Zaller	882-6951
Inservice Procurement and Transfer Division			
81	Director	LCDR Barclift	882-3200
81B	Deputy Director	Mr. Booth	882-4408
811	Head, Inservice Procurement/Transfer Branch	LT Luttrell	882-3170
811	Fax		882-2620
812	Head, Officer Recall	LT Kramer	882-3208
813	Head, Officer Separations	LT Chamberlin	882-3194
813B	Officer Involuntary Separations	YN1 Carrasquillo	882-3195
813C	Resignations/Release from Active Duty	Mrs. Ward	882-3197
815/255	Head, Enlistment/Reenlistment Branch	LCDR Christy	882-3069
Officer Promotions Division			
85	Director	CAPT Frederick	882-3221
85A	Administrative Officer	CWO2 Johnson	882-3252
85C	Officer Special Board Coordinator	LT Small	882-2322
85L	Line Selection Board Liaison	LCDR Tornos	882-3253
85M	Staff Selection Board Liaison	LCDR Sill	882-4524
86	Director, Reserve Officer & Enlisted Promotions	CDR Martin	882-4523
86B	Deputy Dir. Reserve Officer & Enlisted Promotions	CDR Saylor	882-4526
861	Head, Reserve Officer Promotions & Appointments	CDR Price	882-4528
Retirements Division			
82	Director	CDR Connery	882-3185
82B	Deputy Director	Mr. Lewis	223-7994
821	Head, LIMDU/Disability Retirement	LT Gaston	882-3229
822	Head, Officer Retirement	LCDR Oberg	882-3184
Officer Community Management (OCM) and Career Planning Division			
N131	Director	CAPT Harriss	223-2303
N131B	Deputy Director	Vacant	223-2301
N131A	Secretary	Ms. Castell	223-2302
N1G2	Head, Chaplain Officer Community Manager	CAPT Theriot	225-8523
211D	Head, AED/AMD Officer Community Manager	CAPT Loyer	757-8483
N131U	Head, Engineering Duty Officer Comm. Manager	CDR Atkinson	882-3994
N131U1	Asst, Engineering Duty Officer Comm. Manager	Pat Morgan	332-8503
N131H	Head, Special Warfare Officer Community Manager	CDR Carlson	225-3914

N131H1	Asst. Special Warfare Officer Community Manager	Mrs. Fuller	224-3289
N131G	Head, Fleet Support Officer Community Manager	CAPT Wurzel	227-8761
N131X	Head, Special Operations Officer Community Manager	LCDR McClelland	882-3911
N131I	Head, Intelligence Officer Community Manager	CAPT Darrah	223-1227
N131J	Head, JAG Corps Officer Community Manager	CAPT Molinengo	325-5185
N131J1	Asst, JAG Corps Officer Community Manager	Dan Barnes	325-5458
N131K	Head, CEC Officer Community Manager	CAPT Bosco	882-4032
N131K1	Assistant, CEC Officer Community Manager	LCDR Morton	882-4034
N131L	Head, LDO/CWO OCM	CDR Fahling	223-2309
N131L1	Asst, LDO/CWO OCM	LT Sodano	223-2310
N131M	Head, Medical Officer Community Manager	CAPT Logeman	223-2328
N131M2	Admin Assistant, Medical Officer Comm Manager	HM2 Wilkinson	223-2324
N131M3	Medical Service Corps/Dental Officer Comm. Manager	CDR Sawyer	223-2327
N131M4	Nurse Corps Officer Community Manager	CDR Magnusson	223-2326
N131N	Head, Submarine Officer Community Manager	CDR Burke	225-3734
N131N1	Asst, Submarine Officer Community Manager	LCDR Gillette	225-3885
N131O	Oceanography Officer Community Manager	CAPT Renaud	882-4109
N131O1	Asst, Oceanography Officer Community Manager	LCDR Brown	882-4109
N131P	Public Affairs Officer Community Manager	CAPT(Sel) Hume	882-4091
N131P1	Asst, Public Affairs Officer Community Manager	LCDR Sims	882-4025
N131Q	Cryptology Officer Community Manager	CAPT Brooks	882-4079
N131R	Merchant Marine Officer Community Manager	CAPT McFadden	332-7128
N131S	Supply Corps Officer Community Manager	CAPT(Sel) Holland	882-4623
N131T	Acquisition Professional Community Manager	CAPT Briggs	332-2836
N131V	Head, Aviation Officer Community Manager	CDR McKenzie	223-2306
N131V1	Assistant, Aviation Officer Community Manager	LCDR Johnston	223-2307
N131W	Head, SWO Officer Community Manager	CAPT(Sel) Peterson	223-2305

Officer Plans Branch

N131C	Head, Officer Strength Plans	LCDR Henry	223-2321
N131C1	Strength Analyst	LCDR Harper	223-2322
N131C2	Program Analyst	Ms. Senoria Ford	223-2323
N131D	Head, Accessions Plans	CDR Csuti	223-2325
N131D1	Assistant, Accessions Plans	LCDR Henderson	223-2313
N131E4	Data systems Administrator	IT2 Arnold	223-2323
N131F	Head, Promotions	CDR Cox	223-2330
N131F1	Assistant Head, Promotions	LCDR McMahon	223-2329
N131F2	Promotion Program Liaison	Ric Chapman	225-6417

Professional Development Branch

N131E	Head, Professional Development	LCDR Wilburn	225-6408
N131E1	Graduate Education/Subspecialty Analyst	Ms. Poindexter	224-4933
N131E2	Graduate Ed/Analyst/Web Admin and Developer	Ms. Wei	224-4242
N131E3	Head, Graduate Education/Subspecialty	LCDR Knox	225-6409

Surface Officer Distribution Division

41	Director/CAPT Assignment	CAPT Lefever	882-3927
41B	Deputy Director	CDR Boxall	882-3927
41A	Assistant, CAPT Assignment	LCDR Cooper	882-3927
41N/424	Assistant, Nuclear Assignment	CAPT Jackson	882-3940
41P	Community Management Analyst	CDR Rabun	882-4995
41M	Assistant, Community Management Analyst	LCDR James	882-4939
410	Head, CDR/LCDR Assignment	CAPT Balmert	882-3900
410A	Assistant, CDR Assignment	CDR Harris	882-3900
411	Head, Post DH Assignment	CAPT Klatt	882-3888
411A	Post DH Assignment (A-K)	LCDR Selby	882-3888
411B	Post DH Assignment (L-Z)	LCDR Mark Weber	882-3888
412	Head, Junior Officer Assignment	CAPT Allen	882-3894
412C	Sea/Shore Coordinator	LT Devore	882-3894
412S	Second Tour Department Head	LCDR Sparks	882-3894
412M	First Tour Department Head	LCDR Tim Weber	882-3894
412J	Second Tour Division Officer (LANTFLT)	LT McCarthy	882-3894
412K	Second Tour Division Officer (PACFLT)	LT Mikel	882-3894
412E	Initial Assignment	LT Steele	882-3894
412F	Initial Assignment	LT Nielsen	882-3894
412H	Initial Assignment	LT Harper	882-3894
412N	Surface Nuclear Assignment	LCDR McCartney	882-3894
413	Head, Surface Ship Placement Branch Head	CDR Auten	882-3897
413A	LANT CRUDES Ship and Staffs	LCDR McDuffie	882-3917
413B	PAC CRUDES Ships and Staffs	LCDR Hughes	882-3901
413E	CLF/PC/USNS/Trng/MW	LCDR Keys	882-3921
413F	Amphibious Ships and Staffs	LCDR Deehr	882-3923
414	Head, Surface LDO/CWO Assignment/Admin	CDR Romano	882-3885
414B	Deck/Ops/Ord/Sec	LCDR Soucie	882-3906
414C	Engineering/Repair	LCDR Hoard	882-3887
414D	Elex/Communications/ADP	LT Higgins	882-3907
414A	Admin and Bandmasters	LT Schrader	882-2329
415	Head, Special Warfare Assignment/Placement	CDR Pybus	882-3924
416	Head, Special Operations Assignment/Placement	CDR Lucas	882-3911

Submarine/Nuclear Power Officer Distribution Division

42	Director/CAPT Assignment	CAPT Holland	882-3930
42B	Deputy Director/CO Detailer	CDR Gehrke	882-3929
421	Head, Submarine/Nuclear Power Assignment	LCDR Correll	882-3944

421A	Post Department Head Shore Detailer	LCDR Haebler	882-3931
421B	Department Head Detailer	LCDR Grimes	882-3932
421C	Junior Officer Shore Detailer	LT Sowa	882-3943
421D	Junior Officer Sea Detailer/NOIP Coordinator	LT Huey	882-3933
421E	Accessions/Resignations	LT Swanson	882-3934
422	Head, Nuclear Submarine LDO/CWO Assignment	CDR Falardeau	882-3935
422A	LDO/CWO Detailer	LCDR Armstrong	882-3945
423	Staff Placement	LCDR Stockdale	882-3937
424/41N	Head, Surface Nuclear Power Distribution	CAPT Jackson	882-3940
424B	Assistant, Surface Nuclear Power Distribution	LCDR Feydelem	225-4192

Aviation Officer Distribution Division

	Aviation CAPT Assignment Branch	Assistance	882-3974
	Aviation CDR Assignment Branch	Assistance	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947
	Air Combat Placement Branch	Assistance	882-3987
43	Director/CAPT Assignment	CAPT Benson	882-3974
43A	Assistant CAPT Assignment	LCDR Karnes	882-3976
43AX	Assistant, CAPT Assignment	CDR Keller	882-3955
43B	Deputy Director	CDR Shorts	882-2288
43B1A	Administrative YN	YN2 Wilson	882-3978
43B2	Administrative YN	YN2 Quick	882-3956
43C	Director's Assistant	Jeff Jacob	882-3958
431B	Head, CDR Detailer	CDR Dobson	882-3972
431	Assistant, CDR Detailer	CDR Alexander	882-3957
431A	Assistant, CDR Detailer	CDR Lynch	882-3963
431C	CDR Shop Order Writer	Fran Stone	882-3975
432	Head, LCDR/JO Assignments	CDR Laukaitis	882-3973
432C	Shore Coordinator	LCDR Caraveo	882-3960
432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	LCDR Gordon	882-3969
432E	VAW/VRC/Warfare Transition	LT Boyer	882-3965
432F	VFA	LCDR Lefere	882-3966
432G	VF	LCDR Morick	882-3986
432H	Helicopter Sea Assignment	LCDR Laubengayer	882-3950
432I	VP Shore Assignment	LCDR(Sel)Westerkom	882-3951
432K	VAM/VAQ	LCDR McKeon	882-3967
432L	Head, Aviation LDO/CWO Assignment	CDR Ranno	882-3968
432M	Assistant, Aviation LDO/CWO Assignment	LCDR Hancock	882-3948
432O	MILPERS Management Specialist	Paul Boundy	882-3947
432P	VP Sea Assignment	LCDR Dorrans	882-3952
432Q	Helicopter Shore Assignment	CDR(Sel) Lineberry	882-3970
432R	Sea Coordinator	LCDR Caraveo	882-3484
432S	VS/Force Support	LCDR Walker	882-3953
432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP	LT Sicola	882-3954
432U	VO	LCDR Crewse	882-3949
432U1	CARGRU Staff Placement	LCDR Baker	882-3985
432V	Assistant, LDO/CWO Assignment	Melinda Weeden	882-3964
433	Head, Air Combat Placement	CDR Massey	882-4944
433A	VFA/VX-9/LSO School	LCDR Yager	882-3959
433B	VF/CVW West	LCDR Koehler	882-3979
433C	VAW/VRC/VQ/VC-8/CVW East	LCDR McLachlan	882-3960
433D	VP/VX-1/PEP/TSC	LCDR Bowen	882-3989
433E	Prospective Flight Students	LT Moran	882-3984
433F	VAQ/NSAWC	LCDR Meier	882-3961
433G	CV/CVN	LCDR Cooleedge	882-3981
433H	VS/TRACOM/Schools Command/SWATSPAC	CDR Pettit/LCDR Davila	882-3980
433I	HS/HSL	LCDR Tenhoopen	882-3982
433J	HC/HM/TYCOM/FASO/TACRON	LCDR Cashman	882-3962
433Q	Assistant, CV/CVN/CARGRU Staff Placement	Denise Williams	882-3988
433R	Assistant, Prospective Flight Students	Beverly Slaughter	882-3983

Restricted Line/Staff Corps Officer Distribution and Special Placement

44	Director	CAPT Taylor	882-4055
44A	Flag Aide Placement	Mr. Jackson	882-4071
44B	Deputy Director	CAPT Marmann	882-4072
440	Head, Edu Trng, Shore Station, Mat'I Placement	LCDR Stewart	882-4040
440B	Graduate Education Placement/NPS	LT Batts	882-4056
440C	Service College Placement	LT Garcia	882-4100
440E2	Subspecialty Management	VACANT	882-4057
440F	NAS/NS/CFA/CNRC/MEPS Placement	LCDR Celec	882-3999
441	Hd, Washington Placement(OPNAV)	CAPT Niner	882-4104
441A	Assistant Washington Placement(JCS)	LT Mikel	882-4074
441B	Asst, Washington Placement/OSD	LCDR Kollie	882-4105
442	Head, Major Staffs Placement	CDR Doran	882-4123
442B	Assistant Head, Korea/Japan/MIS	LCDR Noe	882-4066
442C	FAO/PEP/FMS	LT Baker	882-4065
440A	USNA/NWC/CNET	LCDR Stewart	882-4040
444C	Great Lakes/PSD/NAPS/NAMTG/Training	Mr. Hendrieth	882-4058
444D	Military Staff Tech	Ms. Young	882-4060
444E	Material Placement-Surface	LCDR Thompson	882-4101
444F	Material Placement-Aviation	LCDR Mallin	882-4061
445	Head, Engineering Duty Assignment	CDR Atkinson	882-3994
445B	Assistant, EDO Detailer	CDR Atkinson	882-3994
445D	Assistant EDO Detailer	LCDR Kohnke	882-3085

446	Head, AED/AMD Assignment	CAPT Vandenberg	757-8483
446B	Assistant Head, AED 151X	CDR Morgan	882-4108
446C	Assistant Head, AMD 152X	CDR Glass	882-4108
446	AEDO Career Manager	LCDR Oechsel	757-8480
	AMDO Career Manager	LCDR Hepler	757-8481
447	Acquisition Professional (AP) Coordinator	CDR Glass	882-3837
448	Head, Public Affairs Assignment/OCM/Placements	CAPT(Sel) Hume	882-4023
448B	Assistant PAO Assignment/OCM	LCDR Sims	882-4025
449	Head, METOC Assignment	CAPT Renaud	882-4109
449B	Assistant, METOC Assignment	LCDR Brown	882-4110
4410	Head, Cryptology Assignment	CAPT Brooks	882-4079
4410B	Assistant Head, Cryptology Assignment	LCDR Kob	882-4079
4410C	LDO/CWO/New Accessions	LT Icenogle	882-4079
4411	Head, Intelligence Assignment	CAPT Ashby	882-3993
4411A	Junior Officer Detailer	LCDR Robinson	882-3993
4411B	Intelligence Placement/Accessions	LCDR Crowell	882-3993
4411C	TAR Intelligence Detailer/Attache' Placement	CDR Fenske	882-3993
4412O	Director, Supply Corps Personnel & CAPT/Shore	CAPT Nanney	882-4611
4412	Director, Detailing Division/ CDR Shore/ Sea	CAPT Holland	882-4607
4412A	Special Assistant	CDR(Sel) Case	882-4608
4412B	Head, Shore Detailing Branch	CDR Wenger	882-4601
4412C	Head, Sea/Overseas Detailing Branch	LCDR Larcher	882-4614
4412E	Director, Reserve Division	CAPT Carlson	882-4619
4412F	LT/LTJG Sea/Overseas Detailer	LCDR Hinson	882-4627
4412G	ENS Sea/Overseas Detailer	LT Williams	882-4616
4412I	LT/LTJG Shore Detailer	LCDR Heinz	882-4612
4412J	LDO/CWO Detailer	LCDR Gill	882-4613
4412Q	Head, Career Development and Training	LCDR Noble	882-4624
4412QA	Assistant, Career Development and Training	Ms. Robinson-Bell	882-4629
4412R	Special Assistant, Detailing Division	LCDR Lavigna	882-4609
4412X	Head, NAVSUP/DLA Placement Branch	SH1 Price	882-4618
4412XB	NPC Liaison/Admin Officer	IT1 Sanders	882-2936
4412Y	Administrative/Placement Assistant	SH1 Price	882-4625
4413	Head, CEC Assignment	CAPT Bosco	882-3997
4413A	Assistant, CEC Assignment (LCDR)	CDR Chandler	882-4030
4413B	Billets/NAVFAC Placement	LCDR Oby	882-3998
4413C	CEC LTJG/ENS Detailer	LT Kilian	882-4033
4413D	CEC Plans and Inputs	LCDR Morton	882-4034
4413E	LT/LDO/CWO Postgraduate Detailer	LCDR Morris	882-4035
4413S	NAVFAC Community Management Analyst	Mr. D. Potter	882-4031
4413S1	Military Staffing Tech	Ms. Albright	882-4032
4414	Head, Chaplain Assignment Branch	CAPT Burt	882-4092
4414A	Assistant, Chaplain Assignment Branch	CDR McGeory	882-3995
4415	Head, Medical Department Officer Distribution	CAPT Lockhart	882-4097
4415A	Asst Branch Head, Medical Department Assignment	LCDR Kolosik	882-4053
4415B	Head, Medical/Dental Placement	CDR Dobbs	882-4095
4415C	HQ/DC/Northeast Placement	LT Collins	882-4464
4415D	Overseas Ops and USMC Placement	CDR Thomas	882-4112
4415F	East Coast	LCDR Parrish	882-4114
4415G	Senior Dental Corps Assignment	CAPT Seder	882-4043
4415H	Junior Dental Corps Assignment	CAPT Parreira	882-4118
4415I	Senior MSC HCA Assignments (O4 and above)	CDR Kelly	882-4052
4414I/A	Junior MSC HCA Assignments (O3 and below)	LT Diehl	882-4052
4415J	Head, MSC/SCI Assignment	CAPT Past	882-3756
4415JX	MSC Assignment/Op Sciences	CDR Hathaway	882-4115
4415K	Head, Nurse Corps Assignment	CAPT Workman	882-4038
4415L	Nurse Corps West Coast Assignment/Asia	CDR Vernere	882-4042
4415M	Head, MC/Surgical Specialty Assignment	CAPT Yerkes	882-4094
4415N	Medicine Specialties Assignment	LCDR Mallak	882-4046
4415P	GME Assignment	LT Borud	882-4048
4415R	FS/UMO/Prev Med/Occ Health/RSB	CDR Puckett	882-4045
4415S	Nurse Corps East Coast Assignment	LCDR Schultz	882-4041
4415T	West Coast	HMC Allen	882-4893
4415U	GMO Assignment	LCDR Rogers	882-4037
4415V	LCDR Nurse Corps Assignment/OR Nurses	CDR Delizo	882-4039
4416	Head, JAG Corps Assignment/Senior Officer	CDR Horwitz	882-4081
4416B	Assistant Head/LCDR Assignment	CDR Horwitz	882-4082
4416C	LT/LDO Assignment	LCDR Kiamos	882-4083
4416E	Accessions/Recruiting	LT Keidel	882-4084
4417	Head, TAR Assignment	CAPT Brannan	882-4063
4417B	Surface TAR Officer Assignment	CDR Little	882-4063
4417C	Aviation TAR Officer Assignment	LCDR Dubois	882-4064
4417D	Surface TAR Officer Placement	CDR Haben	882-4062
4417F	Admin Supervisor	YNC Crowe	882-4063
4417G	AMDO TAR Officer Assignment	LCDR O'Bryant	882-4076
4417I	Fleet Support TAR Officer Assignment	LCDR Parks	882-4117
4419	Head, Fleet Support Assignment	CAPT Koch	882-4054
4419A	Assistant Branch Head, Fleet Support Assignment	CDR Anderson	882-4054
4419B	LT Detailer	LCDR Luckett	882-4054
4419C	LT/LCDR Detailer	CDR Wulff	882-4054

Officers' Call

N123C coordinates TAD support for Joint Task Forces, United Nations Operations and NATO Operations. TACAIR aviators, aviation strike planners, TLAM strike planners, H-60 CSAR coordinators, Intelligence Offices, Supply Corps Officers, Communication Officers, and officers with foreign language ability are among the skills sought. Paygrade requirements range from LTJG to CAPT and are assignment dependent.

TAD assignments are generally from 96 to 179 days and require your commanding officer's approval. Your parent command incurs no cost to support these assignments. Tax-free income, special pays and personal (joint) recognition often accompany these challenging assignments. New assignments

become available frequently, and are ideally assigned 120 days or more prior to the report date. Assignments may be completed on TAD orders from your parent command, or with advance coordination as an intermediate stop on PCS orders.

To inquire about an assignment contact CDR John Kroft at DSN 225-3748, Comm (703) 695-3748; Fax at DSN 225-9940, Comm (703) 695-9940, E-mail at n123c@bupers.navy.mil. You may also contact PNC (AW) Drew at DSN 224-1012, Comm (703) 614-1012, E-mail at n123c1@bupers.navy.mil.

Head to <http://www.bupers.navy.mil/jtad/jtad.html>. You can review the listing of billets available and/or apply for a billet online. ☐

Billet Title	Line #	Requirements	TAD	Location	Report
Dep. Director	DF DEF J5A.003	O5/O6, CV, TS/SCI, 13XX	179	Vincenza	0901
SIGINT MSN MGR	JF CTF-FA 1757	O3/1630 TS/SCI	179	Sarajevo	1201
TLAM Planner	SW 250	TLAM, O3, 13XX	179	Riyadh	0801
Dep. Director Intel	SW 133	O6/163X	179	Riyadh	0801
Cmd Intel	SW 220	O3/1630 TS/SCI	179	Riyadh	0901
Dep Dir Log	SW 509	O4/310X	179	Riyadh	1101
EP-3 Planner	SW 713	EP3, O3, 13XX, TS/SCI	179	Riyadh	0901
UN-MLO	UN-MEE-001	O4	179	Ethiopia	0102
Contingent CO	UNTA ET-01	O5	179	East Timor	0602
Military Observer	ALTN1	O4, Min. 6-yr service	179	Western Sahara	0102
Military Observer	MIL 01	O3, Min. 6-yr service	179	Western Sahara	0102
Military Observer	MIL 02	O3, Min. 6-yr service	179	Western Sahara	0102
Military Observer	MIL 03	O3, Min. 6-yr service	179	Western Sahara	0102
Chief CAOC	NW CTFM P00-028	O4/13XX, TS	179	Turkey	0801
Military Observer	K4 UNMIK-001	O5, SEC	179	Pristina	0103
Military Observer	K4 UNMIK-002	O6, SEC	179	Pristina	0602